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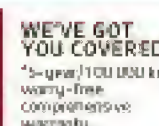


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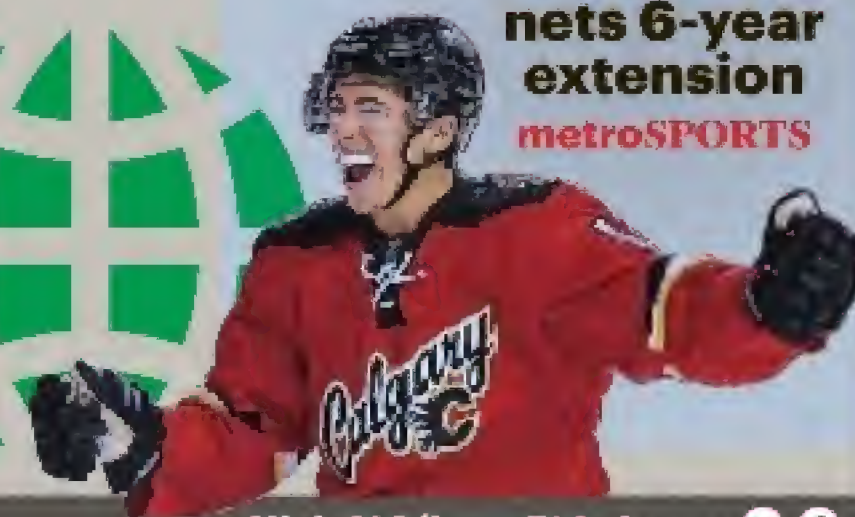
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Your essential daily news | TUESDAY, OCTOBER 11, 2016

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Jonathan and Jeremiah Habte get ready to rip down the hill at the Marlborough Community Association on Monday. JOSIE LUKEY/FOR METRO



HITTING THE HILLS

Calgarians are thankful for snow and all its frosty fixings
metroNEWS

Dandelion plan didn't work: City

REPORT

Suppression initiative cost nearly \$1M



Brodie Thomas
 Metro | Calgary

The city fought a \$920,000 battle against dandelions, and the flowers won.

That's according to a report from administration going to council in coming weeks.

Council granted \$1.7 million as one-time operations funding in September of last year to pilot a suppression strategy to control "the visual impact of dandelions on city parks and boulevards," according to the report.

City Parks and Roads departments used the money to do an

additional mowing cycle during the peak dandelion flowering period in May. Money was also used for data collection and a survey.

The study found that the extra mowing did nothing to reduce the growth of dandelions or the number of weed-related 311 service requests.

Coun. Evan Woolley said he voted against putting the money toward dandelion suppression because administration warned council it wouldn't work.

"We threw nearly a million dollars down the toilet for something we were advised against," said Woolley, adding the majority of dandelion complaints are on private property, which the city can't directly address.

"I think some people who championed this need to eat some crow, because we're looking at cutting services after wasting money like this," said Woolley.



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LOVEYYC: A CAMPAIGN WITH HEART

Calgary Economic Development and Tourism Calgary boost city spirit

STORY AND PHOTOS BY JEREMY SIMES/METRO



Mary Moran, president and CEO of Calgary Economic Development, says it's easy to marinate in the negativity, even though there's much to celebrate in Calgary.

JEREMY SIMES/METRO

Calgarians love their city — people aren't fleeing like they once did when the economy crashed in the '80s, according to Mary Moran, CEO of Calgary Economic Development.

"There's a stronger sense of attachment," Moran said. "They want to make a living, but they also want to make a life."

On Tuesday, Calgary Economic Development (CED), in partnership with Tourism Calgary, launched LoveYYC, a conversation-starter that highlights the city's people and strengths amid the economic doom and gloom.

Moran said she would like the tone of Calgary's economic situation to change — there's too much

negativity dominating headlines.

"It's really easy to marinate in the negativity. But this encourages people to go out and experience the great tourism assets we have here," she said. "It's also to remind people that Calgary is still a great place to live and make a living. It's to boost their spirit that we have here."

The concept was a result of the city's Economic Resilience Strategy. Earlier this year, city council asked the CED about what it was going to do for local businesses.

Cindy Ady, CEO of Tourism Calgary, said Calgarians may forget their strengths given the downturn, so the organization wanted to remind people of

their resiliency. She said Calgarians' entrepreneurial spirit and warm hospitality are key assets.

"There is a whole lot of hands out there doing a lot of things, still," she said. "We're going to turn the dial a little bit."

Both Moran and Ady referenced the 2013 flood, when 4,000 businesses were closed, damaged or without power. Many homes were also affected.

But despite the devastation, Calgarians rallied with one another to rebuild, Ady added.

"When Calgary has issues or challenges, it can really rally and make a big difference," she said.

The campaign will last for two years, and includes three components: Calgary experience,

Calgary made and Calgary proud.

Once the campaign is over, Moran said, the CED will connect with local Business Revitalization Zones to see if it resonated with businesses, determining if there was a positive impact.

On November 5, the CED will also host LoveYYC day, a day for businesses to get Calgarians out and experience the city through special incentives.

"We'll get a really good sense if the campaign is resonating in participation that day," she said. "I think we'll get a big sense of engagement from the community here."

You can also share your love for Calgary by using #LoveYYC on social media sites.

WE ASKED YOU WHAT YOU LOVE ABOUT CALGARY

It's not too big but not too small. Everyone is so friendly, and I really appreciate the diversity. You can learn so much about other people here and celebrate it.



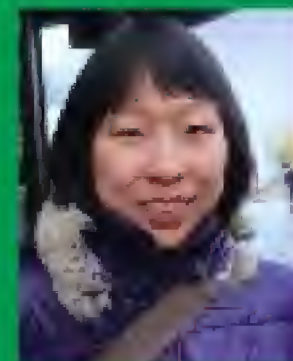
Rhonda Rodulfa, 20, student

I really love Prince's Island Park. Everyone goes there and it's just a great place to hang out. It's also really pretty. You can spend a whole day walking around.



Nick Adams, 30, salesman

I love the Glenmore Reservoir. It's a special place for me because my husband proposed to me there. It's so beautiful, and I think it's great there are so many activities.



Min Adams, 24, student

Everyone is so kind. I feel really safe wherever I go, and I know I can just talk to anyone if I need help. It's so great that everyone goes outdoors in the summer. It gives off these great vibes.



Elsy Willis, 17, student

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ETHICS

Erin Bird has goal of making city designated fair-trade town



Jennifer Friesen
For Metro

A simple shopping trip isn't typically a memorable event, but when Erin Bird made her way through the Core Shopping Centre last year, the moments crystallized in her mind like photographs.

"I was reading the labels trying to see where my clothes were made," she said. "Everywhere, it was the same: made in Bangladesh, made in China, made in Vietnam. This was after the workplace factory collapse in Bangladesh and it really hit home for me."

Bird left the mall empty-handed that day, but with a new determination.



Erin Bird leads Fair Trade Calgary, which hopes to give Calgarians the option of making ethical purchases every day. JENNIFER FRIESEN/FOR METRO

"I was just so distraught that I couldn't find anything that I knew was made by people who were being treated fairly," she said. "I didn't want to be a part of the problem. I knew I wanted to help people in other parts of the world, but how can I do that

at the local level?"

Fair trade was already a passion of hers, and for the past five years Bird has been leading Fair Trade Calgary, but the experience re-sparked her drive for change.

Fair Trade Calgary is a group within Engineers Without Borders,

which pushes to make certified fair trade products more accessible at stores and restaurants across the city.

By day, Bird works as an engineer for the city, but her free time is dedicated to getting Calgary Fair Trade Town status by the end

of the year. There are currently 22 Fair Trade Towns in Canada, including Edmonton, Canmore and Olds in Alberta.

"We decided that, with Canada turning 150 next year, what better way to commemorate that in Calgary?" said Bird. "It's the perfect time to launch this campaign to show that Calgary can be a leader in sustainable action and make the world a better place."

To achieve Fair Trade Town status, Calgary needs 133 grocery and retailer locations as well as 67 restaurants that offer two categories of fair trade products.

Additionally, Fair Trade Calgary needs to find 59 community groups that show their support for the movement, and the City of Calgary must pass a resolution to support the designation and offer fair trade coffee, tea and sugar during administrative meetings.

It's been a long road, and they currently have no restaurants with two fair trade options, but they have successfully found more than 200 grocery and retail locations, as well as a number of community supporters.

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Do you know a Calgary Hero? Tell us by emailing calletters@metronews.ca

And, on the ground, Bird and her fellow volunteers are giving businesses new options and helping them make connections to fair trade suppliers through events and meetings.

"It is more expensive to offer a fair trade choice, so it does take a lot of work from us all," said Bird.

"But there are people working to make things better, and there are companies that are working to implement corporate social responsibility to their business. So those kinds of things make me think to myself: there is a way forward from this, it's just going to take time. All we can do is take small steps forward and hopefully, as we do, we can make the world a better place."

For more information, go to fairtradecalgary.com.



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CRIME

Man found dead outside home on Thanksgiving weekend



Josie Lukey
For Metro | Calgary

Police say a 33-year-old Calgary man was found dead outside his southwest home Sunday morning, and they've charged two roommates with his death.

Sutton Raymond Bowers was found dead Sunday morning just outside his front door in the 200 block of 90 Avenue SW.

According to Calgary police, two roommates of Bowers, have been charged in relation to his death.

Police were called to the apartment building to check on the welfare of a person there at about 10 a.m.

James Andrew Beaver, 51, and Brian John Lambert, 41, were arrested on scene, where it was confirmed by police that an altercation took place between the three individuals.

Police also said the altercation was a result of an ongoing dispute between the roommates and the residence was not visited often by officers.

"We believe that the incident occurred in the late evening, (before) the roommates had left the residence and returned and contacted police

at that time," said Insp. Don Coleman of CPS Major Crimes Section.

Chris McLennan, who lives across from the scene, said it was quiet all Thanksgiving weekend, and he only knew the three roommates casually.

"It's just a neighbour in passing, saying 'Hey, how's it going.' Nothing more than

that," said McLennan who added he never saw anything odd in the area prior to the incident.

Both Beaver and Lambert have been charged with one count of manslaughter and are scheduled to appear in court on Oct. 11.

An autopsy of Bowers is also scheduled for Oct. 11.



Police were present throughout Thanksgiving day at the scene while investigators searched the house. JOSIE LUKEY/METRO



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Thanksgiving for thousands thanks to centre's volunteers

HOMELESSNESS

Socks and hot meals provided for less fortunate



Mathew Silver
For Metro | Calgary

The Calgary Drop-In Centre served up a Thanksgiving feast on Monday, as thousands of homeless Calgarians sought refuge from the early onslaught of snow.

Volunteers from Stuart Olson Inc. delivered about 1,400 socks to those in need as part of an annual initiative, while Calgary businessman and entrepreneur Alfred Balm sponsored the meals throughout the day.

According to David LeMay, Stuart Olson's president and CEO, socks are one of the most asked for clothing articles for people without shelter. He and 20 other staff members, along with their families, served food during lunchtime and took a tour of the centre.

"We're not just here to hand out socks, but to stop and talk, and hopefully generate some hope that tomorrow is a brighter day," said LeMay.

Jordan Hamilton, external relations manager for the Calgary Drop-In Centre, said that people are capable of amazing things if given the right opportunity. It's the donations from

Mr. Balm and companies like Stuart Olson Inc. that provide these opportunities.

"They don't have that support in their lives. That's why it's important for you to come in," said Hamilton. "If you don't think anyone cares, why would you care about yourself?"

Don Bixby, who received a new pair of socks, has been on and off the street for the last 20 years. He said the Drop-In Centre is his home.

"You're always welcome here. They still treat you like you never left," he said.

Thomas Walton is Bixby's friend. They share a common and unfortunate bond – both were displaced after the 2013 Alberta floods.

Now they form a support group for each other, sharing laughter and stories during lunchtime in the dining hall. They are hoping to move out of the shelter and into a house together.

"There's a few of us here that get along really well," said Walton.

"We get along. This is us," he said referencing Bixby and the group that he shared a table with during lunchtime.

When asked if being in the centre would help him get back on his feet, he was decidedly pessimistic.

"No it doesn't [help us get back on our feet]. They'll give us a meal and stuff, but they won't give us any support to get out of here," said Walton.

Over 3,500 meals were served throughout the course of the day.



Don Bixby, left, and Thomas Walton have formed a friendship at the Calgary Drop-In Centre. Both men were displaced by the 2013 Alberta floods, and hope to move out of the shelter and into a house together. MATHEW SILVER/ FOR METRO

Thomas Walton is a taper by trade, but found himself out of work after the 2013 Alberta floods. The 54-year-old is originally from St. Catharines Ont., and has been outspoken about the Drop-In Centre's ability to get people back on their feet. He struggled to collect money from the WCB after tearing his meniscus, and said that he wants to get back to work once his knee heals up.

Don Bixby has been in and out of the Calgary Drop-In Centre for over 20 years. His basement suite was totally destroyed in the Alberta floods, and he is hoping to find a new place to live with his friend Thomas Walton. Sadly, both of his sisters died in a crash, and his parents are too old to remember who he is. Don is loved around the shelter.

Brian Jackson came to Calgary on a Greyhound bus just five weeks ago. The native of Toronto Ont. moved out west with the promise of a higher employment rate. The 29-year-old volunteers regularly at the shelter. "This place gives a lot of stuff and help to the community, so you may as well give back and enjoy yourself while you're here," he said. Jackson added that Thanksgiving shows you the true value of friendship.

SPEED LIMIT

Debate could be reopened



Helen Pike
Metro | Calgary

Although council put the brakes on lowering residential speed limits, a change in city charter rights might mean a renewed debate to slow down some roads.

In May, Calgary's councillors weren't keen to study if 40 km/h residential speed limits would be an ideal next step as part of the pedestrian strategy.

Now, with renewed City Charter talks, Calgary would gain back powers to set their own speed limits within the city.

For Coun. Shane Keating the debate would have to include massive public consultation.

"It's always been on the table. The issue is when, where and how to implement it without a great degree of expense," said Keating. "We'd have to go out to the public and have a good discussion on what they like to do. A decision like this can't be made in the absence of solid public engagement."

Keating mentioned the possibility of a plebiscite, or a survey.

Jodi Morel, of Vision Zero Calgary, noted she's a little skeptical of an all-or-nothing approach, and hopes council will adopt a similar model to how Toronto chooses communities for lowered speed limits.

"We need to start to change people's behaviour over time, because we know if we lower speed limit alone only a small percentage of people comply all the time," said Morel.

Mayor Naheed Nenshi said the City Charter discussions are very exciting. He noted a number of members of council weren't interested in pursuing speed limit changes.

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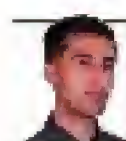


Co-founders Aaron Salus and Tom Muir see their app being utilized in emergencies to reach the people with the right skills faster. AARON CHATHA / METRO

Rally the troops with ease, by skill

EMERGENCY SERVICES

App aims to improve approach to crisis response



Aaron
Chatha
Metro | Calgary

Calgarian Aaron Salus wants to change the way emergencies and disaster response is handled.

The co-founder of start-up Rally Engine, Salus's app and web-based platform will allow emergency response coordinators to better make use of their resources.

When signing up for the app, it also asks users to list relevant skills and certifications.

Rally Engine started as a probationary app for the Missing Children's Society of Canada. When

a child went missing in a specific area, an alert was sent through the app — just like the radio, TV and e-mail. But where Rally Engine made a difference was by using the phone's technology to tell coordinators exactly where their volunteers were — and if someone had a specific skill, like a diving certification, it was made easily searchable.

"You know your people are out there, but where are they, can you reach them and who's best qualified for what you need right now?" said Salus. "That's really the main purpose of this: you can reach thousands of people or find that exact, right person."

Since then, the company has expanded to meet the needs of law enforcement, businesses and municipalities. Its focus right now is on university campuses.

For example, students who have the app will be notified

immediately in the case of an emergency — such as a shooter on campus, a bomb threat or a fire. It'll tell people where the fire is and where they should evacuate to.

"But then, two days later when the building is shut down, you still need to tell people what's going on and provide them with context on an ongoing basis," said co-founder Tom Muir.

That's where Muir said the app is more powerful than e-mail — information is updated right there on it, where e-mails are only grouped if the subject line is the same. As well, since the app updates live, it prevents users from reading old information.

Rally Engine is moving on to help companies utilize their platform to better keep track of employees on the field and know who to call when specific skills are needed.

SMART PHONES

Keyboard to prevent bullying



Alex
Boyd
Metro | Edmonton

A team of Edmonton high schoolers has built a smart phone keyboard designed to stop cyber bullying before it even happens.

The Sentiment Keyboard is a downloadable keyboard for Android phones that will scan the text you type — whether it be an e-mail, Facebook post or text message — and determine whether it's negative or not.

"With media and stuff, people want others to like their stuff, they want other people to think

they're funny," said Jacob Reckhard, a first year computer engineering student at the University of Alberta.

"I think that when given the choice, people will choose not to bully."

Reckhard created the keyboard along with fellow students Christopher West and Ibrahim Elmallah as part of the Ross and Verna Tate High School Internship Program, which gives high school kids a sneak peek at computing science.

Their supervisor, University of Alberta associate professor Denilson Barbosa, said they were

interested in looking at the issue of bullying from a new vantage point, one that puts the onus on the user.

"Cyber bullying, like most things that involve human behaviour, is complex. Sometimes they're mean and they want to be mean, other times they do it without realizing," he said.

While Reckhard said the app isn't perfect, teaching it the intricacies of online insults presented some interesting challenges.

"It has a hard time with clichés and similes and metaphors," he said. "There's a pretty big gap between person and machine."

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WILDFIRE

Fort Mac says thanks to Canada for support

Fort McMurray, Alta. is expressing its thanks to Canada with a special video.

The Regional Municipality of Wood Buffalo posted a video on its Facebook page expressing the gratitude residents have for the support they received in the spring when a massive wildfire forced everyone to flee the city for weeks.

The video begins with scenes of smoke and flames, along with accounts from residents about

what they went through as they left. It then shifts to talk of the rebuilding effort, as well as the help that came from the rest of Canada.

The post asks residents to share the video to express their own thanks. It asks neighbours elsewhere in Canada to share the video so that others can hear the message of appreciation.

"Thanksgiving is a time to reflect on what we are thankful for, and this weekend we

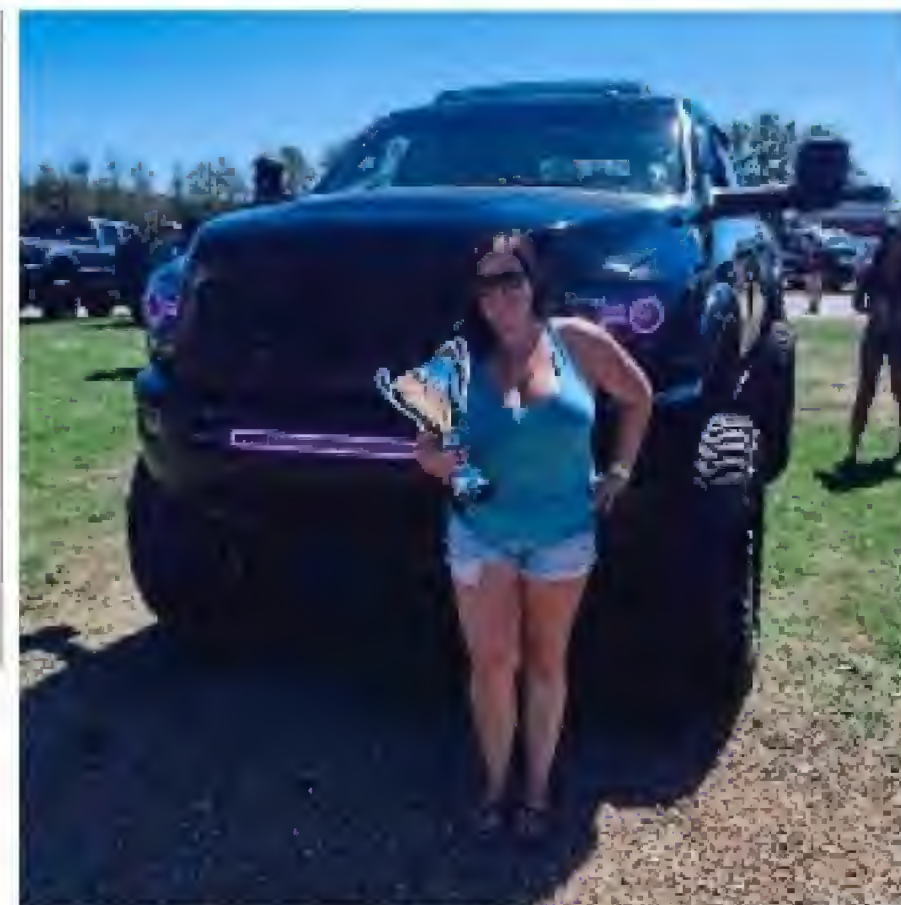
are thankful for the support of Canadians. Your thoughts, prayers, donations, volunteer hours, hand-made gifts, shipments of supplies and kind words are a constant reminder of the care the residents of Wood Buffalo received in their time of need," the post states.

The fire in May forced 80,000 people out of the northeastern Alberta city for a month and destroyed 10 per cent of its structures.

In August, the Canadian Red Cross said \$299 million had been raised to help with recovery from the Fort McMurray wildfire. Red Cross CEO Conrad Sauve said that included \$165 million donated by Canadians to the charity.

The federal government contributed \$104 million to match funds donated made by individual Canadians and the province matched \$30 million given by individual Albertans.

THE CANADIAN PRESS



Robbie Wood said that tint tickets are beginning to cause backups in the court systems. CONTRIBUTED

Shades of grey in law

SAFETY

Customized window tints lead to legal disputes



Josie Lukey
For Metro | Calgary

Denise Meier is proud of the customizations she's made to her 2014 Dodge Ram 3500.

With tinted windows, lightbars and a widened exhaust, Meier's truck is beautiful black monster ripping down the highway.

But that's not how police see it. Over the past year, Meier has accumulated eight charges against her truck, and has gotten three \$78 tickets as a result of her tinted windows.

"(The courts) argued for three hours over my exhaust ticket and over tinting. We wasted three hours, and they both got dismissed, so it was totally a waste of time," said Meier.

According to the Traffic Safety Act, vehicles cannot have any tint on the windshield, front driver's side or front passenger side windows. But some vehicles come with a brow on their front windshield, and a factory tint on windows that is compliant with Transport Canada rules.

Any aftermarket films applied to the windows, which

Meier has, are illegal.

Robbie Wood, Meier's lawyer, said a lack of evidence at the scene means the court system relies mostly on police officer's comments about window tints — which means most cases are dismissed because of one word against another.

"Anytime we depend upon a police officer's word that an offence has occurred — with no empirical evidence — we're going down a very slippery slope," said Wood.

But Staff Sgt. Paul Stacey of CPS Traffic Section said it's pretty easy to tell whether or not a tint is legal.

"As soon as you look at the window, you can see the tint, you can see the outline of the tint, you could take your thumb

you could peel it off, you can't do that with a factory tint. That's built right into the window," said Stacey.

Although the Traffic Safety Act doesn't regulate

the percentage of tint, Stacey also said that getting pulled over depends on how dark your tint is.

"If you have dark limo tint on your side windows, not only is it inherently unsafe but it may catch an officer's eye a little bit more than somebody who has ultra light tint," he said.

Yet for Meier, who has the lightest film possible on her windows, tint tickets are a waste of time.

"It's victimless crimes," she said.







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City looks at tribunals for parking tickets

BYLAWS

Changing from provincial courts may speed up appeals



Brodie Thomas
Metro | Calgary

If you've ever had to appeal a traffic or transit ticket, you probably know how onerous the process can be.

Now, the city is taking a serious look at how a municipally run system would work at handling bylaw infractions, if the province grants that power through the city charter.

Amanda Hart, manager of the prosecution section of Calgary's law department, said the city can write bylaws, but prosecution still falls to the province.

"We operate within the confines of provincial courts," said Hart. "It's kind of obvious to us and most people that operate within the provincial court system that access to justice is an issue."

She said the rules can be burdensome for minor matters.

"I'm focused on customer service and access to justice," said Hart. "If English is your second language, it would be great to bring your son or daughter in to translate."

She said with the provincial court, even on a parking or transit matter, one needs to use a court-appointed translator.



Under a new city charter, parking and transit tickets, as well as other bylaw matters, could go to a city tribunal rather than the provincial court. METRO FILE

Evidence can be burdensome too. If someone shows up with photos on their smartphone that helps explain where they were parked, the phone has to be confiscated for 30 days and entered into evidence, according to Hart.

That's why she's hopeful about the province granting the city the leeway to move to some sort of tribunal system that would be less burdensome

and more efficient.

According to a spokesperson for Alberta Justice, just over 287,000 tickets for bylaw offences were filed with provincial court in 2015/16, of which about 80 per cent were for parking offences.

Right now, the city is at the investigative stage — looking at how tens of thousands of tickets could be handled by a tribunal instead of the courts.

While it's early days, Hart said they're considering all sorts of options from other jurisdictions across North America.

She said while it would possibly put more responsibility and costs on the city, there would be also be savings from efficiencies such as reduced trail time. She said the current model is taking officers off the street, and that's one thing they want to fix.

METRO ASKS

How did you celebrate this snowy Thanksgiving?

JOSIE LUKEY FOR METRO

I'm excited to beat my brother down this hill — Jeremiah



Brothers Jonathan and Jeremiah Habte said they were both thankful for the snow, which meant they would be able to spend all day tobogganing down a steep hill beside the Marlborough Community Association.

I fell down as soon as I stepped on the rink — Javian



Mandy and Garry Graywal said they were both thankful to spend time with their two young sons, Javian and Eshan, who went skating for the first time this year.

We're mostly having fun, but it's so cold out — Alejandro



Alejandro and Gabriela Ortiz said they were thankful to God while putting up Halloween decorations and throwing snowballs at each other on their day off.

Family time, that's the most important part of the holiday for us. — Cheryl



Cheryl and Eric Hanson said they were thankful for some extra time to clean the house this Thanksgiving weekend but also enjoyed taking their young daughter, Ayla, out skating for the first time in her life.



1 Suzanne's outfit is a modern take on old-school glamour; a classic silhouette in a bright watercolour print with funky accessories. The dress was a \$16 find. COURTESY THE NEAT BLOG

2 Jason Mehmel feels dressing up to the theatre should be fun — like dressing up as a superhero for a play about a comic book writer. JENNIFER FRIESEN/FOR METRO

3 Kayla Browne went for an avant-garde look, with dark tones and heavy doses of metallic for a dramatic effect. The dress was only \$6. COURTESY THE NEAT BLOG

BOWLERS AND LATEX

Different kind of dress-up

Getting fancy for a performance isn't necessarily about top hats and ball gowns.

Jason Mehmel, artistic director for Sage Theatre, said it's about dressing on theme and having fun — something that increases engagement in the play.

Mehmel points to their recent production of King Kirby, about the man who helped create Captain America and Fantastic Four, as an example.

"If someone dressed up in a superhero costume that was one of the characters Kirby created, I would loved to have seen that," he mused.

"Or the Big Sleep over at Vertigo, if people felt like dressing up like the characters from that period (1940s), that would be really exciting."

Mehmel feels fashion and excitement over the play can co-mingle, instead of feeling like a chore before going to a play.

But the important thing, he said, is to engage in the theatre regardless of clothes; fashion should enhance the experience, not act as a barrier.

AARON CHATHA / METRO

Theatre-goers opt for casual clothes

FASHION

Pros say no more denim for a night at the opera

Aaron Chatha
Metro | Calgary

Curtain up.

The actors take the stage in an explosion of colour, costumes and charisma — the result of months or even years of hard work.

But in contrast to the grand opulence of the stage, up and down the aisles are the relaxed fittings of denim and yoga pants.

When did Calgarians stop dressing up for the theatre?

"I've thought about that for a long time," said fashion writer Suzanne Stewart with The Neat Blog. "In general, society is opting for comfortable clothes. I think we see that a lot with people wearing yoga pants everywhere, including the work place."

It's a natural extension, she said, to carry that comfort to the theatre.

It's not the only reason. Calgary theatre critic Jenna

Shummoogum said theatre in the city is an examination of privilege. It's open to a diverse array of audiences, but just because you can afford the ticket doesn't necessarily mean you can afford the outfits. Because Calgary is a young city, it's not necessarily reflective of the classic theatre experience.

"We're this up-and-coming city that's doing these different things, but we're not keeping up in all aspects of it," she said. "So that means, you can wear jeans to the opera."

Stewart feels it's really worth making the effort to dress up, as a way to pay respect to the artists on stage who have put in so much hard work.

But you don't have to break the bank to look nice.

The low cost of fashion

On her blog, Stewart took on the challenge of creating two 'fancy' outfits for the upcoming Theatre Junction premiere of Intensional Particle, a piece that visualizes the energy of movement by using motion sensors to create digital universes on stage.

It's pretty high concept, but Stewart wanted to put together an outfit that complemented the show.

With blog co-founder Kayla Browne, they found a black

dress with a metallic looking overlay, and paired it with loud accessories like big boots and a headscarf.

The dress itself was only \$6. Stewart's favourite places to shop are Value Village, thrift stores and consignment stores.

"You do have to sift through a lot of bad to get to the good," she laughed.

Before heading out, she recommends looking through your closet for a specific piece — a pair of shoes or a necklace, and finding items to complement that.

"That way, when you do go out and look for something, it narrows the search down so you don't spend the whole day wandering aimlessly."

For men, a shirt and tie works, but she wouldn't mind seeing men take more risks. It's important for men's clothes to be tailored well, and don't be afraid to bust out the colour or metallic.

"When people get dressed up, they feel good. Everyone acts a bit differently. They stand a bit taller, they feel fancy and they feel good," she explained. "If you're doing that in a group, it elevates the mood a little bit."

Theatre is all about the drama — so don't be afraid to get dramatic about the clothes.

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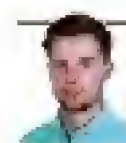
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HEALTH

Fresh look at lowering and identifying risk of heart disease



Jeremy Simes
For Metro | Calgary

You may have heard eating like a Greek is the way to go. Well, a University of Calgary researcher now backs up that claim with new cardiovascular guidelines.

On Tuesday, the Canadian Cardiovascular Society will announce updates to Canada's cholesterol guidelines, spearheaded by University of Calgary researcher and Alberta Health Services cardiologist Dr. Todd Anderson.

Anderson, a professor at the Cumming School of Medicine and director of the Libin Cardiovascular Institute of Alberta, said the guidelines are meant to launch one-on-one discussions between practitioners and patients when making decisions.

Two highlights:

■ Patients are no longer required to fast for 14 hours before blood test screening.

■ Dietary pattern eating (what you eat over the course of the week), such as the Mediterranean diet, is preferred to specific macronutrient diets, which are heavier on carbs, proteins and fats.

With fasting, Anderson said studies found cholesterol values didn't change enough to make a difference in how doc-



One-third of Canadians have high cholesterol, and a University of Calgary researcher hopes new cardiovascular guidelines will help patients make better decisions with their doctors, like choosing healthy meals. THE ASSOCIATED PRESS FILE

tors would identify which patients are at high risk of high cholesterol.

"The fasting part is no fun," he said.

Fasting also became annoying for people with diabetes, he added, as they faced troubles with blood sugar levels.

As for the Mediterranean

diet, Anderson said a large randomized study found those on that diet have a 30 per cent lower chance of having a heart attack or stroke.

"That was the strongest evidence for us," he said, noting the guidelines aren't absolute.

The new guidelines also say people who smoke should re-

ceive clinician advice to quit the habit as quitting is one of the leading ways to prevent cardiovascular disease. It also said statin drugs are the "mainstay" of pharmacological therapy and are now indicated in a wider range of people.

One-third of Canadians have high cholesterol and at least

half of individuals who are considered high risk are not taking medication. Based on the patient's assessment, the guidelines will state what medications they should take to lower risk.

The updates will be published in the Canadian Journal of Cardiology.

+ HOW TO DO IT

A study in the New England Journal of Medicine followed 7,000 people aged 55 to 80 in Spain. It found 30 per cent of heart attacks, strokes and deaths from heart disease could be prevented for people at high risk if they decided to eat like a Greek with fresh, low starch, healthy fats and light meats.

The study found the reductions in rates of being at risk was similar to what you would expect with medication. If you want the benefits, try to:

- Eat at least five servings of fruits and veggies a day
- Eat fish and legumes three times a week
- Choose white meat over the red stuff
- Use extra virgin olive oil or eat a handful of mixed nuts per day
- Enjoy a glass of wine per day for those who like to drink
- Limit commercially made cakes, sweetened drinks and processed meats.

"It makes sense from a lifestyle and health point of view," said Dr. Todd Anderson.

Researchers noted the diet was only proven to reduce heart disease for people thought as being high risk. More research is needed to determine the benefits for individuals at low risk. JEREMY SIMES/METRO

RICK MERCER REPORT

#rickmercerreport

ALL NEW Rick attends Toronto's annual
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1 Peeling sign — 2 Robinson Ave. is a piece of Sandy Hill real estate involved in a legal battle between U.S. citizens and Iran.

2 Abandoned — A car outside the seemingly abandoned property at

2 Robinson Ave.

3 Lawn care needed — The overgrown yard outside 2 Robinson Ave.

4 Tagged — A photo of the entrance to the former Iranian Cultural Centre

taken in 2015, before anti-graffiti measures were introduced.

5 Under surveillance — Security cameras outside 2 Robinson Ave.

HALEY RITCHIE / METRO

House at centre of terror lawsuit

COURTS

Tied to 1983 bombings in Beirut



Haley Ritchie
Metro | Ottawa

Passers-by or vandals curious about the seemingly abandoned property at 2 Robinson Avenue in Sandy Hill might assume it has stood empty for four years because of an ordinary reason, such as developer delays or trouble selling it.

Instead, the warehouse-like property in Sandy Hill is in legal limbo — the focus of a complex international court case that ties the building to foreign espionage and 1983 bombings in Beirut.

Now the white-brick building stands quiet. Sometimes, different-coloured cars occupy the overgrown asphalt driveway, but the lights are never on inside.

A break in the fence behind the building encourages graffiti tagging.

While the building has been quiet, the international legal battle for its control has not.

Since 2012, the state of Iran has been struggling to resist the Justice for Victims of Terrorism

Act, introduced by the Harper government, in Canadian courts. The act allows victims of violence to seek legal damages from states that fund government-designated terrorist groups.

The majority of the plaintiffs involved in the lawsuit, many of whom have lost family to bombings abroad, were awarded large sums in the U.S. The Justice for Victims of Terrorism Act allows them to continue claiming those sums in Canada.

The large Sandy Hill property is estimated to be worth close to \$3 million, and it's one of the non-diplomatic assets the U.S. victims are seeking.

Other assets involved in the lawsuit include a house in Toronto and money seized from Canadian bank accounts linked to the embassy worth over \$2 million.

The Ottawa building was once an Iranian Cultural Centre run by a non-profit, Mobin Foundation, and funded by the country's embassy. Inside, teachers offered Farsi lessons and hosted cultural events.

The Mobin Foundation, with offices listed on Carling Avenue, is now listed as "dissolution pending" in corporate records for failure to submit annual filings. The foundation's director is Seyed Adeli, a former Iranian ambassador to Canada.

Before the Iranian embassy was shut down in 2012, the centre attracted criticism after Iranian academics living in Ottawa made accusations of propaganda and spying.

Court documents have pointed towards activities linked to the Iranian Revolutionary Guards and the state's admitted goal to recruit supporters in Canada to "occupy high-level key positions."

The case has been ongoing for four years, complicated by the lack of diplomatic ties between Iran and Canada. In the latest decision made this past summer, Justice Glenn Hainey ruled in favour of the victims of Hamas and Hezbollah.

"Terrorism is one of the world's greatest threats," wrote Hainey in his decision. "The broad issue before the court is whether Iran is entitled to immunity from the jurisdiction of Canadian courts for its support of terrorism."

Iran has argued that its diplomatic immunity should protect its Canadian bank accounts and properties. Hainey disagreed, ordering the properties to be given to the victims.

Colin Stevenson, one of the Toronto lawyers representing Iran, said the country would appeal the decision. He said a date is expected next April.

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A misspelling of her name on a government birth document has cost Gif Daniel her asylum in Canada. TORSTAR NEWS SERVICE

Typo changes a life

GOVERNMENT

Refugee faces deportation over misspelled first name

A typo could be costly, especially when it's in the name on the ID of a refugee claimant.

In a rare appeal case, Ottawa has overturned a decision to grant refugee status to a Nigerian woman, in part because of a misspelling of her name in a government birth document from Lagos. Gif Daniel, 32, now faces deportation from Canada at any time.

What was unusual with the government's appeal is that immigration officials did not challenge Daniel's claim that she was a victim of female genital

mutilation and domestic abuse, but contested her credibility on the grounds that she is not who she claims to be.

Daniel, a hairstylist from Benin, arrived in Canada in February 2015 using a false Canadian passport under the name of Desiree Dobson and filed an asylum claim upon landing at Pearson International Airport. She was also in possession of a Social Insurance Number card, birth certificate and driver's licence under the same name, according to federal government officials.

Daniel claimed she was forced to undergo female circumcision in 2012 and was sold by her father a year later to an older man who sexually, physically and psychologically abused her before she fled Nigeria with the help of a smuggler. The refugee board confirmed there was

documented evidence of genital mutilation.

Upon her arrival in Canada, Daniel said she declared her real identity to officials as "Gif Daniel" and provided a birth document and driver's licence issued by the Nigerian government as proof.

However, a border enforcement official quickly noticed her birth document spelled her name as "Gife" while her licence spelled it "Gift" — setting off questions by Canadian officials over her identity.

She was detained at the Rexdale immigration holding centre for three months until her release on May 13, 2015, when she was granted refugee status.

Despite concerns over Daniel's identity, refugee judge Shamshuddin Alidina, in granting her asylum, wrote the tribunal "believes, on a balance of prob-

ability, that the claimant has persuasively established her identity as Gif Daniel from Nigeria."

While Daniel has insisted she only became aware of the typo after it was spotted by the border official, the different spellings of her name in her identity documents triggered the government's challenge to the refugee appeal tribunal to overturn the asylum decision.

"Identity is clearly an important fact, so important that if not established, there is no need to further analyze the evidence and the claim must fail," the government said in its appeal. "Absent a properly established identity, a matter of utmost importance to refugee determination, the claimant cannot be considered to be a credible witness on the material aspects of her claim for refugee protection."

TORSTAR NEWS SERVICE

REFUGEE CRISIS

U.S. eyes Canada's sponsoring

The United States appears to be working toward a system for privately sponsoring refugees, potentially making it the latest country to emulate the program Canada has deployed during the Syrian migration crisis.

A group that works with the government on resettling refugees says a pilot project is in the works. An assistant secretary of state reportedly referred to it at a public forum. Canada's immigration minister says he has heard about a pilot project, and one small-government advocate says he's been advising policy-makers on it.

David Bier of the libertarian Cato Institute said he used the experience of the northern neighbour while making the case to government officials that



Justin Trudeau greets Syrian refugees. THE CANADIAN PRESS

the private sector could play a bigger role in resettling refugees.

He said there was initial reticence when he first discussed it last year with government officials, but he said the White House became enthusiastic and the State Department got involved in the details.

In the meantime, the Can-

adian program started getting international attention.

"The fact that it was already in operation in Canada and had proven successful was invaluable to our advocacy," Bier said in an interview. "I have no doubt that this is going to happen (in the U.S.)."

The Canadian program allows people to sponsor a refugee for \$12,600, which includes help with income and initial costs like groceries and rent. Nearly half the Syrian refugees Canada brought in starting late last year entered through private or quasi-private initiatives.

At least 13 countries have made inquiries about emulating the program, said Canada's immigration minister John McCallum. THE CANADIAN PRESS

EQUALITY

Gregoire-Trudeau to open TSX

Sophie Gregoire-Trudeau will open the trading day at the Toronto Stock Exchange on Tuesday to mark International Day of the Girl.

She is collaborating with three charitable organizations — Girls20, Plan International Canada and FitSpirit — to show how important it is for girls to have equal opportunities to boys.

Farah Mohamed, CEO of Girls20, said it's also important for people to realize that investing in girls pays off. The organization frames women's and girl's equality differently from other organizations, using financial language. THE CANADIAN PRESS

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'People will die' without aid

HAITI

Hurricane Matthew leaves trail of devastation

At a cramped police station serving as a makeshift clinic, Darline Derosier fastened IV drips to jail cell bars, wiped the brows of cholera patients and tended to the wounds of those injured when Hurricane Matthew slammed into Haiti's southwestern peninsula.

She was the only health worker helping about 40 patients Monday inside the station bereft of police as she waited for help to arrive in the hard-hit town of Marfranc nearly a week after the Category 4 storm struck Oct. 4.

Among the patients was an elderly woman lying unconscious on a jail cell floor with a leg bandaged in an old rag and a man with gashes around his neck, his eyes fluttering.

"People will die soon if we don't get some aid," an overwhelmed Derosier said.

The town is a 45-minute drive southwest from the coastal city of Jeremie, where food, medi-



A woman and a child sit on a buckets amid the ruins of their home destroyed by Hurricane Matthew, in Jeremie, Haiti, Monday, Oct. 10, 2016. DIEU NALIO CHERY/THE ASSOCIATED PRESS

cine and fresh water are finally arriving but still slow to reach increasingly desperate communities.

"We haven't received anything from Jeremie," Derosier said.

The UN humanitarian agency in Geneva made an emergency appeal Monday for nearly \$120 million in aid, saying about 750,000 people in southwest

Haiti alone will need "life-saving assistance and protection" in the next three months. UN officials said earlier that at least 1.4 million people across the region need assistance and that 2.1 million overall have been affected by the hurricane. Some 175,000 people remain in shelters.

Electricity was still out, water and food were scarce, and officials said young men in villa-

ges along the road between the hard-hit cities of Les Cayes and Jeremie were building blockades of rocks and broken branches to halt relief convoys.

A convoy of food, water and medicine was attacked by gunmen in a remote valley where there had been a mudslide, said Frednel Kedler, co-ordinator for the Civil Protection Agency in the Grand-Anse Department,

which includes Jeremie.

The National Civil Protection headquarters in Port-au-Prince raised the official nationwide death toll to 372, which included at least 198 deaths in Grand-Anse. But local officials have said the toll in Grand-Anse alone tops 500.

The UN also said the hurricane has increased the risk of a "renewed spike" in the number of cholera cases. A cholera outbreak since 2010 has already killed roughly 10,000 people and sickened more than 800,000.

Roosevelt Zamos of the Civil Protection Agency said there were 40 cases of cholera in Jeremie alone. He said eight people have died of cholera in Grand-Anse since the storm.

The open-air cholera treatment centre at Jeremie's main hospital had no running water Monday, and at least a dozen of the new patients were under age 10.

Etienne Chimene tried her best to soothe her 13-month-old son, Censelson, who was lying in a wooden bed with a hole cut in it and a bucket underneath.

"I feel like my baby is getting worse," she said as she stroked his head and he whimpered.

THE ASSOCIATED PRESS

U.S. ELECTION

Ken Bone an Internet sensation

While supporters of GOP nominee Donald Trump and Democratic candidate Hillary Clinton bicker following the second presidential debate, one participant is being greeted with universal approval: Kenneth Bone.

The mustachioed undecided voter from Illinois clad in a red sweater and khakis became an internet sensation Sunday night when he took part in the town hall-style forum by asking the candidates about energy policy.

In a Monday morning interview with St. Louis radio station KFNS, he explained that he was initially unaware of his newfound celebrity because participants in the forum weren't allowed to have smartphones. Bone says he received hundreds of Facebook friend requests and gained thousands of Twitter followers.

"I'm going as myself for Halloween. It will be the best costume ever," he said.

THE ASSOCIATED PRESS



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A house burns in Aleppo, Syria, on Oct. 5. Doctors Without Borders says overstretched medical facilities are facing a fuel shortage. COURTESY DOCTORS WITHOUT BORDERS VIA THE ASSOCIATED PRESS

Medics plead for access to treat injured

SYRIA

Charity calls for an end to 'indiscriminate bombing' now

Doctors Without Borders pleaded on Monday for access to treat the wounded in the rebel-held part of Syria's Aleppo as government forces pressed ahead with an offensive that has killed hundreds of people in recent weeks.

The international charity, also known by its French acronym MSF, said in a statement that medical workers in Aleppo are exhausted and that the overstretched facilities face an impending fuel shortage. MSF, which supports eight hospitals in Aleppo's besieged eastern quarters, says just 35 doctors remain in the area, serving a population of 275,000.

Eastern Aleppo's Health Directorate said the wounded were sleeping outside overcrowded hospitals, waiting for care. The UN has warned that the Aleppo bombardment by Syrian and Russian warplanes could leave thousands more dead by the year's end.

"Russia and Syria must stop the indiscriminate bombing now and abide by the rules of war to avoid the extreme suffering of the unprotected civilian population," said Pab-

lo Marco, MSF's operations manager for the Middle East.

The Britain-based Syrian Observatory for Human Rights, which monitors the conflict through local contacts, reported heavy fighting along the east-west Aleppo front lines. Another activist-run group, the Local Co-ordination Committees, said rebels were fighting to repel government forces from the city's largest water facility, which serves over a million people.

In another besieged area near the capital, Damascus, doctors reported up to two dozen cases of kidney failure that they said resulted from malnutrition. Muhammad Darwish, a local physician, said doctors confirmed renal failure in 12 people in the town of Madaya and were investigating another 12 cases.

Government forces have laid siege to Madaya, home to some 40,000 people, since late last year. Last winter, MSF reported at least 16 deaths there resulting from malnutrition and lack of medical care.

"We are only eating carbohydrates. We aren't receiving any vitamins or protein," said Darwish.

The government has prohibited the UN from delivering seeds or dialysis kits to the town, in what the opposition says is a strategy aimed at forcing the town to surrender. THE ASSOCIATED PRESS

HOBOKEN, NEW JERSEY

Service resumes after fatal train crash

Rail service resumed Monday at a transit station damaged when a train travelling more than twice the speed limit crashed, killing a woman on the platform and injuring more than 100 other people.

The return of partial service into Hoboken Terminal was welcomed by commuters — even if some had still-painful memories of the Sept. 29 crash.

Sheilah Tiangco-Hugo had been in the first car that day and remembered being jolted

out of her seat when the train sped up as it approached the track's end. She braced for impact on the floor and watched as a concrete slab crashed down on the seat she had occupied moments earlier.

"That slab could have cut me in half," Tiangco-Hugo said in River Edge as she waited for the train with several other people. "I started praying and saying, 'Is this really happening?'"

Her back still hurts from the

crash, Tiangco-Hugo said. But it didn't stop her from boarding Monday's 8:11 a.m. train for Hoboken.

NJ Transit workers were standing on the platform to greet commuters, handing out free water bottles next to a sign that said, "Thanks for your patience."

Also on Monday, commuters who were aboard the train that crashed were able to retrieve most of the belongings they had left behind. NJ Transit said some

items have not been reached yet.

With the resumption of service, a new rule will require that the conductor join the engineer whenever a train pulls into the terminal. That means a second set of eyes will be watching as a train enters the final phase of its trip at stations where there are platforms at the end of the rails.

The engineer in the crash was alone at the time. He has told federal investigators he has no memory of the crash.

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'Hell broke out' at university protest

SOUTH AFRICA

Police and students clash in fight for free education

One of South Africa's top universities descended into violence Monday, with police firing tear gas, rubber bullets and a water cannon at stone-throwing students who are locked in a national dispute with administrators and the government over demands for free education.

Stun grenades boomed and gunshots crackled as police cleared protesters at the University of the Witwatersrand in Johannesburg, the most prominent site of a student movement that recently shut other universities and prompted official warnings that badly needed medics, engineers and other skilled workers might not be able to graduate this year.

"Hell broke out," said Jo

Seoka, an Anglican bishop who described the pandemonium that erupted as students hurled rocks at security guards blocking the entrance to the Great Hall, prompting police vehicles to rumble forward. Seoka, who joined an earlier student march, said police had "militarized" the campus, and he criticized them for not wearing IDs on their uniforms that would make them accountable.

Education Minister Blade Nzimande appealed for dia-

but demonstrations started again a few weeks ago when the state recommended that universities increase fees by no more than eight per cent next year.

While the government also said it will cover 2017 fee increases for poor students despite funding challenges, protesters argue that the country must address economic inequities in the education system that date from the country's former system of white racist



We need to know that models (for free education) are going to be piloted and tested in 2017.

Fasiha Hassan

logue and condemned the violence, saying the university's efforts to run its academic program were being "held at ransom by irresponsible and disrespectful striking students."

Large student protests in 2015 forced the government to freeze fee increases this year,

rule known as apartheid.

"We need to know that models (for free education) are going to be piloted and tested in 2017," followed by preliminary implementation in 2018, said Fasiha Hassan, a law student and protest leader at Wits.

THE ASSOCIATED PRESS



A protesting student runs past a burning bus off campus outside the University of the Witwatersrand in Johannesburg, South Africa on Monday. THE ASSOCIATED PRESS

SEPARATISM

Kashmir unrest prompts India's biggest crackdown in decades

Anxious to quell anti-India protests in Kashmir, Indian forces are carrying out their most severe crackdown in more than two decades against civilian protesters, arresting more than 8,000 this summer across the disputed Himalayan territory, police

said Monday.

That includes 450 or so civilians being held, possibly for up to six months without trial, under a harsh security law criticized as a human-rights violation. India has said the separatist rebels — and civilians who help them — are

undermining the country's territorial integrity and forcing authorities to keep the India-controlled portion of Kashmir under tight control.

"This is, so far, the biggest crackdown against miscreants," said a senior police officer who requested anonymity.

For weeks, Indian authorities have carried out nighttime raids, rolling curfews and stops at roadblocks, but have failed to stop the rebel attacks and angry public rallies.

On Monday, government forces were battling a group

of suspected rebels near a highway running by saffron-rich Pampore town, on the outskirts of the region's main city of Srinagar.

Scores of people gathered on nearby streets to chant anti-India slogans in a show of solidarity with the rebels.

India has faced a separatist challenge in Kashmir since 1947, when India and neighbouring Pakistan gained independence and launched the first of two wars they would fight over their rival claims to the Muslim-majority region.

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Delivery by drone coming

TECHNOLOGY

Canadian firm gearing up to provide first such service

Drone Delivery Canada began testing drones over a field at the University of Waterloo this week, joining an elite club of companies worldwide vying to drive drones from the prototype stage into commercial use.

"We're all in the same boat, we're all developing this technology, we're perfecting the platforms and once the legislation is there then everyone becomes operational," said Tony Di Benedetto, Drone Delivery Canada CEO.

While drone deliveries by air may seem like part of a distant future, those inside the industry say it's on the cusp of becoming a reality.

"It's not really far-fetched, it's not science fiction, it's getting closer to real applications," said Hugh Liu, a professor at University of Toronto, Institute for Aerospace Studies (UTIAS).

"How long for commercial drone deliveries? It's hard to say. In a year or two, we'll probably see some sort of delivery exercise, maybe not full-scale commercial usage, but a pilot project being done in Canada."

Under current regulations, unmanned drone deliveries cannot be made in Canada — permits allow air drones only within visual sight lines and in restricted areas — but Transport Canada is exploring changes to address the growing popular-



Paul Di Benedetto, CEO of Drone Delivery Canada Inc., with their third prototype in their Ontario office. TORSTAR NEWS SERVICE

ity and economic importance of drones and integrate them safely into Canadian airspace, according to spokesperson Natasha Gauthier.

Di Benedetto thinks commercial drone deliveries in Canada may be as close as 2017. He said retailers, municipalities and

multinationals are interested in the technology and so are government agencies, including Canada Post, which is looking for ways to cut costs.

Using drones to make mail deliveries was listed as a possible option for the future in a discussion paper released in

September: Canada Post in the Digital Age.

"We look at all innovations in the marketplace to see if they can assist in our role of serving all Canadians. At this time though, we have no plans to introduce drones," said Canada Post spokesman Jon Hamilton.

Drone Delivery Canada is testing different-sized drones for different uses. The eight-rotor HL-80 Heavy Lift prototype at their development lab in Vaughan measures 77

inches and carries a box with enough room to carry mail for a small neighbourhood — but not door-to-door. It could potentially carry mail from one postal depot to another, where it could be processed and delivered by postal workers or picked up by residents.

"We can get trucks off the road, reduce emissions, pollution and provide quicker access, specifically in rural remote areas," said Di Benedetto.

TORSTAR NEWS SERVICE

ECONOMICS

Pair win Nobel prize

Let insiders easily cash in stock options, as Enron did, and you risk seeing executives abandon a failing company. Encourage contractors to sacrifice quality to cut costs and you might cause problems like those that led the U.S. Justice Department to phase out privately run prisons.

Designing contracts is a tricky business. For their groundbreaking work on how to make contracts fairer and more effective, Oliver Hart of Harvard University and Bengt Holmstrom of the Massachusetts Institute of Technology won the 2016 Nobel prize for economics Monday. They will share the 8 million kronor (\$930,000 US) award for their contributions to contract theory.

For decades, the two men have studied practical problems involving the countless kinds of contracts that underlie modern commerce:

How should companies pay their executives? What types of tasks should government agencies outsource to private contractors? How best to write an auto insurance policy to protect drivers from financial loss without lulling them into carelessness?

Hart, 68, is a London-born U.S. citizen who has taught at Harvard since 1993.

Holmstrom, 67, is an academic from Finland who formerly served on the board of the country's mobile phone company Nokia.

THE ASSOCIATED PRESS



It's not really far-fetched, it's not science fiction, it's getting closer to real applications. Hugh Liu

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An Indian entrepreneur works at Social, a bar cum cafe with a lax co-working space, in New Delhi. ALTAI QADRI/THE ASSOCIATED PRESS

Indians content to share startup space

CO-WORKING

'Melting pot' workplaces find a market

Every weekend, the partiers flood into a New Delhi restaurant and dance club called Social, a three-story destination on the edge of Hauz Khas Village. After nightfall, the bar is busy and the dance floor is full. The lines regularly stretch out into the street. The dancing goes on until 1 a.m.

But just a few hours later, the watering hole will be clean, the tables will be cleared of silverware and plates and the nightclub will have been transformed into a cozy office where no one gets fired for drinking at work.

Everyone shares desks at So-

cial: photographers, designers, journalists, software programmers. They bounce ideas off one another, hire one another and collaborate to expand their businesses. Everyone is either a freelancer or working for a small startup.

As India emerges as one of the biggest markets in the world for tech-based startups, workspaces are transforming from traditional and hierarchical to relaxed and bar-like.

"It's the millennial personality," says 29-year-old Dinsa Sachan, a freelance journalist who works out of Social. "People don't want to bow down to random bosses in their offices. They are seeking more meaningful work. So, I think co-working spaces are like a melting pot for individuals like these."



They're blazing their own trail. And we're just happy to facilitate it in a very small way. Riyaaz Amlani

The first co-working offices began springing up in India about three years ago. Today, there are at least a dozen in New Delhi with similar numbers in Mumbai, Bangalore and Hyderabad, where most Indian startups are based. With more than 4,200 new technology companies, mostly phone apps or websites, by the end of last year, India now has the third-largest startup industry in the world, behind the U.S. and U.K.

Funding for Indian startups is growing at more than 125 per cent a year, with an additional \$700 million estimated to be invested before February 2017,

according to a 2016 report by InnoVen Capital, an Asian venture capital firm.

Riyaaz Amlani, the owner of Social and a powerful force in the changing Indian restaurant scene, said he noticed a demand for cheap office space in prime New Delhi locations. There are now 14 Social outlets across India.

"Increasingly, offices started becoming more like cafes, right? Google, Yahoo, Facebook, Twitter," the 41-year-old says. "If you get into a traditional office environment, it's all very cut-and-dried. It's all very hierarchal."

THE ASSOCIATED PRESS

IN BRIEF

Long goodbye to Yahoo

As Yahoo's embattled email service suffers through a slew of bad news, some users are finding it hard to leave. The company says it disabled its automatic email forwarding system at the beginning of the month, leaving some who want to quit over hacking or surveillance concerns struggling to switch to rival services. Users like Jason Danner of New Zealand, say the timing is "extremely suspicious." THE ASSOCIATED PRESS

COMMUNICATION

Facebook at work ... for real

You probably already use Facebook at work. Now, Facebook is creating a separate version aimed at helping you do actual work instead of catching up on baby photos and campaign chatter.

Facebook is launching a communications tool on Monday for businesses, nonprofits and other organizations. Called Workplace, the platform is ad-free and not connected to users' existing Facebook accounts. Instead, businesses sign up as an organization and pay a monthly fee based on the number of users. It's free for nonprofits

and educational institutions.

Julien Codorniou, head of Workplace at Facebook, said in an interview that the tool's aim is to "connect everyone" in all sorts of workplaces — from desk-bound professionals to on-the-go employees who don't have email or a computer. Think baristas at a coffee shop, field workers for a disaster-aid charity, salespeople at a clothing store or people making electronics at a factory.

Besides group chats and video calls, Workplace has live video and a news feed, much like the regular Facebook. In a departure

from Facebook, the background is grey, not blue. Users can build profiles and see updates from co-workers on their news feed. As with the regular Facebook, the company will display posts that are more relevant based on its own formula. The idea is that because more than 1.7 billion people already know how to use Facebook, Workplace, which works much in the same way, will be easy to learn and use.

Organizations have used Workplace, previously called Facebook at Work, on an invite-only basis for the past 18 months. THE ASSOCIATED PRESS

ROSEMARY WESTWOOD

ON THE RCMP'S SETTLEMENT

Women and taxpayers are the ones paying for Mountie misdeeds



I had reason to call the RCMP last week, and a woman picked up the phone at the Surrey detachment.

It was Thursday, and I wondered what it was like for her to walk into that office the morning of a historic, landmark settlement over harassment, abuse, rape and discrimination of women within the Mounties' ranks.

What were her colleagues saying? Did she ever experience the kind of treatment that will net at least 1,000 current and former RCMP employees a share of the \$100-million settlement? Or does she count herself lucky?

This settlement — announced last Thursday — is also for her. Both symbolically and, one hopes, in terms of real change with the organization, it is for any woman who would want to join the RCMP in the future, and every one of them who's ever joined.

And it raises many other questions: Why did it take so long? The two class-action



TOP MOUNTIE APOLOGIZES RCMP commissioner Bob Paulson holds a news conference, as plaintiffs Janet Merlo, centre, and Linda Davidson look on, in Ottawa last week. THE CANADIAN PRESS

lawsuits against the RCMP that led to the settlement were first filed in 2011. In 2013, Bob Paulson, the RCMP commissioner, announced a "Gender and Respect" ac-

tion plan, after which more women continued to join those lawsuits.

Paulson became choked up as he announced the settlement. Are other male RCMP

officers also emotionally torn by the abuse faced by their fellow officers? What is their role in fighting the "potent minority" that Paulson and two of the complainants, Janet Merlo and Linda Davidson, claim is responsible?

What about the male police officers who committed these crimes? Will they be held accountable? The settlement process will be confidential, even to the RCMP, which suggests nothing will happen to them. And even if they are reprimanded in some way: Will they change?

What of other police forces scattered across the country? What about the three police officers in Toronto currently facing charges for gang raping a fellow officer?

And what of us, the citizens who will ultimately pay for the machismo, the violence, the cruelty, and the sexism and misogyny displayed by men in the RCMP who we pay to keep our country safe?

We might support this settlement (I do with every cell), but that doesn't change the fact that it was first and foremost women and sexual minorities who paid the price — with their careers, mental health and sense of safety.

Secondly, it will be us, Canadian citizens, who pay cash for this suffering.

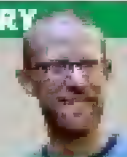
I'd love to be proved wrong, but just like the Canadian military report into sexual harassment and assault revealed a toxic workplace, but no list of culprits, I expect the same will be done here.

Criminal behaviour won't, in the end, be paid for by the criminals.

A milestone on the road to YIMBYism

KLASZUS' CALGARY

Jeremy KLASZUS



Could Calgary become a city of YIMBYs? A place known for saying "Yes in my backyard," instead of a shrill, repeated "No"? Sure we could.

Just look at what's been happening in the northwest neighbourhood of Capitol Hill. Not familiar with the goings on there? Neither was I, until last week. And there's a good reason for that.

The community is getting a new 45-unit group home for Calgarians with limited mobility, replacing an 11-unit building from the 1970s.

But there haven't been all kinds of fireworks. No protests. No fighting in the media. Just an important affordable housing project quietly moving ahead.

This week, Accessible Housing, the local agency behind the group home, will recognize the Capitol Hill Community Association with the organization's first-ever YIMBY award. The agency developed the award to "change the narrative of NIMBYism" in Calgary, CEO Jeff Dyer said.

"I think sometimes communities fear the numbers and the idea of people who need affordable housing," Dyer said. "Whereas Capitol Hill went out of their way to get to know the residents that would actually be a part of their community."

The story is an instructive one, and not as simple as you might expect. It did not go like this: agency announces new

housing project and community eagerly says yes.

"They pushed to make sure that we didn't just ram an idea into their neighbourhood," Dyer said.

The agency reached out early on. Dyer recalled meeting the community association's president at the site, overlooking Confederation Park, before the organization had even decided to build.

"I talked to him about the idea and the dream, and then asked him questions about what he and the other members of the community association wanted," he said.

They held design meetings and introduced community association reps to the architects. "From the very first moment, Capitol Hill became designers in the project, in a way," Dyer said.

It's a sage approach. Laying this groundwork helps ensure that locals look at projects like with pride, not resentment.

This is where other agencies have sometimes made mis-

steps. "It's been my experience in Calgary that as long as communities are engaged early and really heard, they want to weave people who are vulnerable into their neighbourhoods," Dyer said. "But when we surprise them, they get defensive."

"Agencies like ours need to honour the neighbourhoods that we serve in, and think as community members — not simply as social agencies."

The story shows that with a little more care and consideration on all sides, Calgary could be more YIMBY than NIMBY.

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For those stretched to the limit

TREND

Earlobe reconstruction has spiked in popularity

Perry King
For Metro Canada



Bradford Wagner was a huge metalhead in his teens, and he had the one-and-a-half inch earlobes to show for it. Punched out and expanded to fit spacers when he was 18, his lobes were part of Wagner's immersion into the underground music scene.

"A lot of my peers then had them, and I liked the look of them and, to be frank, I wanted to fit in." But as he neared the end of his 20s, fading from punk and working as a sous chef in Toronto's financial district, Wagner began re-evaluating those dangling lobes.

"It was a new phase in my life and I needed a change," said Wagner, now 29.

Wagner is not alone — many young people who have stretched their lobes for various reasons are considering repairing them. Dr. Kristina Zachary, a Calgary-based plastic surgeon who specializes in head and neck procedures, has repaired about 50 pairs this year alone — about four procedures a month on average. Though procedures have been done in the past to reset torn and stretched ears, the surgery



Bradford Wagner, 29, received earlobe reconstruction surgery last year after first expanding his lobes at 18. ABOVE PHOTO BY PERRY KING, PHOTO ON LEFT PROVIDED BY BRADFORD WAGNER

has become a "generational phenomenon," she says.

"They have grown tired of the stretched earlobes, or they're entering into a field of work where it's a little more conservative, and they don't want to have a non-conservative appearance," said Dr. Zachary, who has been practising for 12 years.

"Typically they're young; there's an even proportion of males to females," she added.

"Usually, they're between age of 18 to, I would say, 40, and they're usually people who have had their earlobes stretched with those circular earrings and have changed their minds about (them) because of different factors."

When Wagner was committed to repairing his ears, he did his research and eventually worked with Dr. Marc DuPere at the Visage Clinic in Toronto to have it done.

Dr. DuPere, who performs the surgery 50 to 70 times a year, has seen similar increasing interest in the procedure. "Many did it when (they were) younger and now see some obstruction to a better job in a highly competitive market, along with the 'expected' look that someone should have in a more conservative profes-

sional environment," wrote Dr. DuPere in an e-mail.

Wagner wasn't worried about his appearance at all, but felt the move was necessary for his personal growth.

"I consider myself a new person, almost," he said.



+ NEED TO KNOW

Lending their ears

Earlobe reconstruction is seen as non-invasive and relatively quick compared to other cosmetic procedures — about half an hour per ear. The surgery is done under local anesthesia and the lobes are closed with sutures and stitches are put in place. There are minor complications, including swelling and pain after the anesthesia subsides — patients are given a few Advil or Tylenol at most. Most patients return to school/work the next day. All the ears look good as new after the scarring has subsided.

30

Minutes of work per ear, on average.



7-10

The number of days the stitches are in.

6-8

Number of weeks to go without earrings

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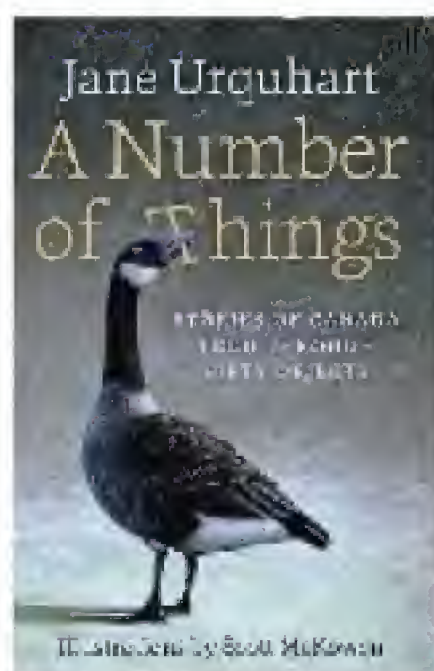
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BOOK EXCERPT A NUMBER OF THINGS, BY JANE URQUHART

The cowcatcher



In her new book, **A Number of Things: Stories of Canada Told Through Fifty Objects**, author Jane Urquhart explores 50 unexpected artifacts that explore the history of the nation. On sale today, this is her gift to Canada as we prepare to celebrate the 150th anniversary of Confederation.

These objects, each illustrated by Scott McKowen, include a Nobel Peace Prize medal, a famous skull, a Sikh RCMP turban and — as recounted in this excerpt — a royal cowcatcher.

Lady Susan Agnes Macdonald, second wife of our much-praised and frequently criticized first prime minister, turns out to have been an unusual woman, especially if one considers the times, and the places, that influenced her life.

Daughter of a Jamaican plantation owner, she would have witnessed not only the daily brutality and moral corruption of owning slaves, but also some of Jamaica's most bloody and ultimately successful uprisings. For obvious reasons, her father's fortunes did not fare well in Jamaica after the 1838 emancipation of the slaves, and when he died in 1850, the family moved to Ontario, where Hewitt, one of her two brothers, became secretary to a man called John A. Macdonald, the attorney general of Canada West (as it was named at the time).

Living in Ontario did not prevent Agnes from making frequent trips to the mother country, and thus it was that in 1866 she happened to be in England for the London Conference, during which the British North America Act was hammered out in preparation for Canadian Confederation.

John A., allegedly a great wit, announced that he had become so fond of the notion of unity he felt he should try it out once again himself, and the two were married and even managed a short honeymoon in Oxford while the conference grumbled on around them.

The BNA Act was duly drafted and signed, and when the Dominion of Canada was born on July 1, 1867, John A. became Sir John A. and his wife became Lady Macdonald. Years later, in 1886, as first lady to the first prime minister, Agnes would accompany her husband on his only journey to the West Coast — one that would be taken on the almost new transcontinental train, the last spike having been driven into the earth of British Columbia in 1885.

Sir John was in his second incarnation at the time: the Pacific Scandal, in which the construction of the railway was politically encouraged by massive campaign donations from promoters of same, had thrown him out of office



for a while in the 1870s. His problems with alcohol had not abated to any noticeable degree, and if there was a bar car, he was likely spending a considerable amount of time in it.

Travel in previous centuries astonishes, especially if one considers the amount of time spent moving over land or across oceans without showers or sleeping pills. This added to the very real dangers along the route (weather, mechanical failure, accidents, disease), arguably made any travel extreme travel.

In spite of this, Lady Agnes apparently wanted adventures even more thrilling than those already provided, and when the train eventually reached the Rocky Mountains, she announced to a thunderstruck superintendent that she would be travelling on the engine's cowcatcher for the final six hundred miles of the journey to avail herself of a better view.

She was able to persuade her husband to join her for only thirty miles, but from the sounds of her diary,

his absence in no way diminished her enjoyment. Perhaps her enthusiasm encouraged her husband to think seriously about preserving such extraordinarily beautiful landscapes, as shortly after the couple returned from the west, Sir John established Yoho and Glacier national parks, two of our first mountain parks.

Lady Agnes never forgot the mountains. And the mountains would remember her as well. There is a small body of water near the top of Mount St. Piran called Lake Agnes, and Mount Lady Macdonald looms over Canmore.

And her excitement en route is touchingly expressed in *By Car and Cowcatcher*, her published account of the experience. Reading it, one feels one is sitting right beside her on the biscuit box that the engineer had affixed to the triangular iron platform as a provisional chair.

"There is glory of brightness and beauty everywhere," she enthuses, "and I laugh aloud on the cowcatcher, just because it is all so delightful."

EXCERPT FROM: A NUMBER OF THINGS: STORIES OF CANADA TOLD THROUGH FIFTY OBJECTS BY JANE URQUHART
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'I'm a mechanic of the body'

WHY I LIKE MY JOB

Chen Weinberg, Registered Massage Therapist and Acupuncturist at Neshama Therapy in Toronto, Ont. (neshamatherapy.com)

I've always had a passion for helping people. From a young age I felt connected with alternative health care, and I decided to take this one step further by learning traditional Chinese medicine and acupuncture to better address the various health issues a person may experience. After becoming a Shiatsu Master, I moved to Toronto from Tel Aviv to complete my Western medicine studies and to incorporate medical massage therapy into my practice.

I'm now a graduate of the prestigious Sutherland-Chan School & Teaching Clinic, as well as the Shiatsu School of Canada Acupuncture Institute. In 2007, I opened a home-based practice, where I treat and educate my patients to help enhance their body-mind-spirit connection and integrate their physical, mental and emotional selves into a cohesive whole.

I'm a mechanic of the body; a detective tasked with assessing, diagnosing and treating patients to help reduce pain dysfunction and emotional stress while also improving their quality of life. I enjoy seeing the immediate effect of relaxation in my clients. There is a feeling of satisfaction in bringing back good, positive energy to people. After all, we're all connected — so healing one person can truly help heal the world.



THE BASICS: Registered Massage Therapist

\$40,237

Median annual salary for a registered massage therapist. Experienced RMTs can earn upwards of \$66,000 per year.

+12%

Projected job growth rate over the next eight years.

Data for this feature was provided by payscale.com, trade-schools.net, servicecanada.gc.ca and onenonline.org

HOW TO START

Standards and practices governing massage therapists vary from province to province. RMTs are currently regulated in four provinces, including B.C. and Ontario, requiring competency-based exams and registering with the provincial College of Massage Therapists. Formal college programs provide both theoretical and hands-on training in human anatomy, body awareness, neurology, pathology and therapeutic exercise. Student RMTs can expect to receive nearly 3,000 hours of hands-on training in the treatment of various injuries and illnesses.

WHERE YOU CAN GO

People are increasingly turning to holistic health practices to relieve stress or pain and to treat body imbalances. The widespread endorsement of massage therapy by health-care practitioners has opened several opportunities for RMTs in health clinics, nursing homes, spas, resorts and hotels, gyms and rehabilitation centres. Additionally, many professionals choose to launch and operate their own business.

REQUIRED SKILLS

Working in this field demands a high degree of functionality in social perceptiveness, clinical knowledge and judgment, physical stamina, manual dexterity, professionalism and trustworthiness.

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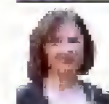
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JOHANNA SCHNELLER **WHAT I'M WATCHING**

Timberlake concert begins with a prayer

THE SHOW: Justin Timberlake and the Tennessee Kids (Netflix)

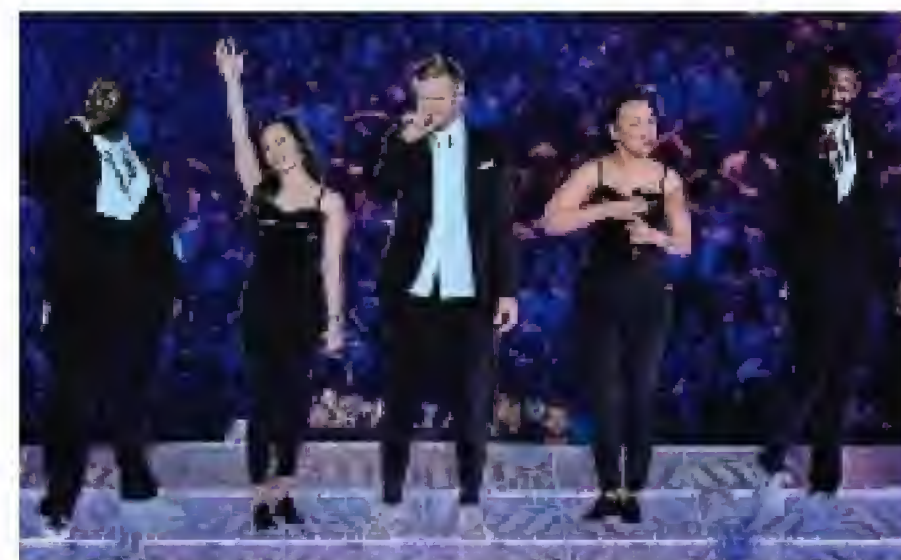
THE MOMENT: The ecstatic communion

On an elaborate stage in Las Vegas, Justin Timberlake and a large pop/jazz orchestra perform the final concert of their two-year tour. Twenty cameras capture the action from every angle.

The budget — musicians, dancers, hydraulics, lasers — is unimaginable.

At one point, a camera looks out from the back of the stage, over the keys of the piano. Timberlake stands at the front of the stage, two levels down, far away, bathed in light. His back is to the piano, but that doesn't matter, because the keyboardist intently watches his every physical cue. Timberlake doesn't have to look at him. He knows he'll be obeyed.

Like many concerts, this one begins with a group prayer. I've puzzled over why so many music superstars, who



Jack E. King, Zenya Bashford, Justin Timberlake, Nicole Hurst, Aaron Camper perform in a concert film. **CONTRIBUTED**

lead pretty racy lives, consult with a higher power before stepping on stage. But after watching this concert doc from the great Jonathan Demme, I may have figured it out: God is the only one who's big enough to understand them.

Is Timberlake the preacher or the deity himself? Several times, his head fills the video screen behind him, like the Great and Powerful Oz. The

earpieces are marked "JT." The guitar picks, too.

Either way, the audience members are true believers. He lifts a finger; they cheer. He puts a hand to his ear; they chant his lyrics. They are gathered here to participate in the communal joy of bringing sexy back.

And when Timberlake soars across the arena on a Plexiglas stage, crooning like an angel? It's ecstasy.



Ottawa-based Kate McNamara plans mystery dates for her clients based on preferences and budget. COURTESY EMILY BEEKMANS

Would you pay for a date planner?

TREND

Kate McNamara has made a business out of fun itineraries

Megan Haynes
For Metro Canada



Ottawa-based Kate McNamara has been planning dates for friends and family for years.

And with so many people in her life having recently gotten married, she often dishes out the dates as wedding presents. For one couple, McNamara started the day off with instructions (and supplies) to make crafts at home, followed by lunch over a board game at a new restaurant, then on to antiquing before finishing off the day with a homemade Italian dinner. For another, she sent them skating in a park, followed by a couple's pedicure, capped off with dinner at a fancy restaurant.

She's turned her knowledge of the city and all that it has to offer into a growing business, A Date by Kate. She chooses the activities and restaurants based on daters' budgets and surprises them with a secret agenda just before their big night out. She tailors the dates based on their personalities, and encourages them to try new things, like couples' pedicures or sending a shy pair to a sex shop.

Over the last three years, McNamara has planned over 75 dates as a hobby.

But at this year's Women's Show in Ottawa on Oct. 22, the 26-year-old event planner is growing her business. Her plan is to act like a dating concierge: she'll plan mystery dates for clients based on their preferences and budget. It could be anything, from learning to make a cheesecake at a local bakery to a behind-the-scenes tour of a brew house.

She'll coordinate restaurant reservations, day-of setup (for activities like picnics in the park) and even book overnight accommodations. Her clients won't know what she's planning until they receive their instructions ahead of their dates. (She's also planning more "mass" options, like a bucket of dating ideas that aren't customized, complete with discounts and coupons, which clients can do at their own pace.)

It's not cheap: her concierge services start in the low \$200s, plus the cost of the date, but she says these personalized custom dates are good gift ideas for newlyweds and recent parents, or even those just looking for a bit more adventure.

The idea, she says, is people are busy and often don't have time to plan extravagant nights on the town, but many millennials are looking for unique experiences. She's catering to that niche.

Hers is not the only business that's popped up in recent months to cater to people looking for a bit of mystery mixed with adventure: earlier this year, U.S. travel company Pack Up + Go launched, sending people on a surprise trip.

People enter their budget and how far they wanted to travel (in the city, by car, by plane), and the San Francisco-based company handles the rest. Clients are told generally what to pack (beachwear, hiking shoes, etc.) but the destination is kept a secret until departure.

Millennials are increasingly hunting for these types of unique and unusual experiences, says Carol Wong-Li, a senior analyst at research firm Mintel.

In a recent survey, the young adult cohort was the only one to list entertainment as a priority for how to spend discretionary funds, she says.

And it's not surprising: given most of millennials' lives are spent on social media, there's an inherent desire for Gen Y to look for these cool and unique experiences as a means of social currency, she adds.

Shannon Simmons, a financial planner and founder of New School of Finances who deals largely with millennial clients, says while on the surface paying someone else to plan dates or vacations might seem frivolous, for millennials it's par for the course.

Economically, with lower and stagnated wages and a loss of job security, millennials feel they're worse off than their older counterparts, she says.

"I think we got handed a little bit of a crappy deal with regards to the job market," she says. "So if we have some discretionary money, I think we want to spend in places that make us feel good and are fun."

"There's nothing wrong with that."

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Insights from women who run their own show



Grace Bonney is the author of *Company of Women: Inspiration and Advice from Over 100 Makers, Artists, and Entrepreneurs*. CHRISTOPHER STURMAN

NEW BOOK

Grace Bonney gets inspiration from over 100 women

Grace Bonney started her blog, Design*Sponge, at 23 and it quickly evolved into a business.

The lifestyle blog, which covers art, design, interiors and travel, can teach you how to make DIY wooden planter boxes and pet name tags, but also how to DIY a business, with advice for working from home and overcoming failure.

Twelve years later, Bonney, who lives in New York's Hudson Valley, is releasing in the Company of Women: Inspiration and Advice from Over 100 Makers, Artists, and Entrepreneurs, a collection of Q&A interviews with women who also run their own shows, including Neko Case, Roxane Gay, Tavi Gevinson, Christy Turlington, Carrie Brownstein, Mary Lambert and Issa Rae.

Bonney, now 35, was always interested in the business side of being creative, but said she found she was hearing the same stories and seeing the same faces over and over in the media: startups with family or angel investors run by young white women.

"I really wanted to see women of colour represented, LGBT women, women over 40, women who are differently-abled. I felt that wasn't happening and I decided if I wasn't seeing it out there, maybe I could put that together myself," Bonney said in an interview.

In the book, Bonney asks one of two sets of general questions about childhood and lessons learned the hard way. Torstar News Service put some of the same queries to Bonney herself.

What's the best piece of advice you have received?

Let go and really embrace the idea that no matter how experienced you are in your business, the hurdles are always there and they get even more complex — but the reward of getting through them gets more fulfilling.

Is there a certain mistake that led to success, eventually?

Most of my mistakes come in the form of team management. Early on I made the mistake of thinking I had to be friends with everybody. I was so concerned with people feeling comfortable and supported I never asked for what I actually needed. When I ultimately realized that being direct and assertive and telling people what I needed, it created an easy, clear work environment and it's flowed a lot better since I've become more direct.

Is there a tool, object or ritual you couldn't work without?

It sounds boring, but my iPhone. I do everything from my phone. I do all our social media, answer emails, record videos. I could live without my laptop but not my phone. We had to not use that answer for a lot of people. It was like, iPhone, iPhone, iPhone over and over again.

What does the world need more of?

More listening and less talking.

TORSTAR NEWS SERVICE

THE SIDEBAR IS EXCERPTED FROM IN THE COMPANY OF WOMEN: INSPIRATION AND ADVICE FROM OVER 100 MAKERS, ARTISTS, AND ENTREPRENEURS, A BOOK OF INTERVIEWS BY DESIGN*SPONGE FOUNDER GRACE BONNEY.

IN THEIR OWN WORDS

Name a fear or professional challenge that keeps you up at night.
Being labelled as a bad writer.

What quotation or saying inspires and motivates you to be yourself and do what you love?
Our family mantra: "Give to your world the best, and the best will come back to you."

Which of your traits are you most proud of?
My empathy.

Which of your traits are you most proud of?
I'm true-blue. A loyal dog.

What does the world need more of? Less of?
More humility, less infighting.

What would you tell yourself ten to twenty years ago that you wish you knew then?
Stop buying dresses; you hate them.

What does success mean to you?
Success is contextual and fleeting, so when things are harmonious, even for a moment, I try to savour it.

Name the biggest overall lesson you've learned in running a business.
Self-discipline and organization is a must.

What does the world need more of? Less of?
More teachers. Fewer flip-flops.

Name a fear or professional challenge that keeps you up at night.
Not filling the day as much as I could have.

Has learning from a mistake ever led to success for you?

There are ongoing conversations with Rookie readers, and it's always valuable to hear what they need more and less of, and learn what our blind spots are.

Name the biggest overall lesson you've learned running a business. Honour audience feedback.

In moments of self-doubt or adversity, how do you build yourself back up?

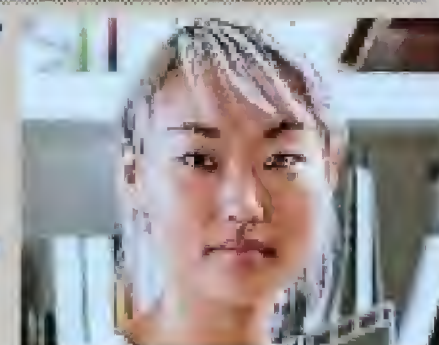
Self-care, which for me means taking walks alone, journaling, and doing yoga.



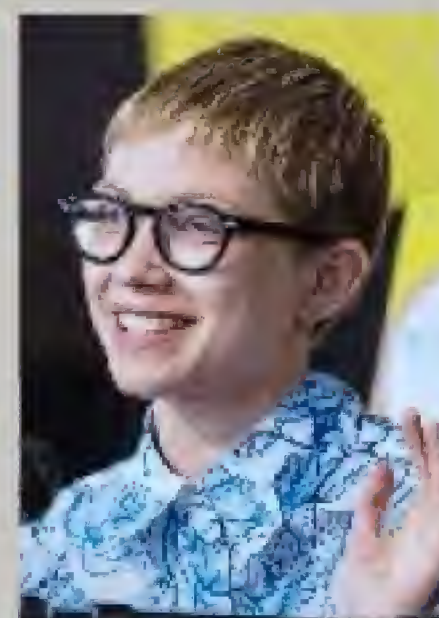
Issa Rae, creator of web series *Awkward Black Girl* and future star of HBO series *Insecure*



Neko Case, musician and member of Canadian band *New Pornographers*



Ping Zhu, New York-based commercial illustrator and artist



Tavi Gevinson, editor-in-chief of the magazine *Rookie*

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Stamps keep it rolling

CFL

Toronto does little to stop Calgary from 12th win in a row

He says winning in the CFL is hard but Bo Levi Mitchell and the Calgary Stampeders are making it look easy.

Mitchell threw three TD strikes as Calgary clinched first in the West Division with a lopsided 48-20 win over the Toronto Argonauts on Monday afternoon. Mitchell boosted his league-leading total to 29 touchdown passes as the Stampeders (13-1-1) earned their 12th straight win and ran their CFL-record unbeaten streak to 14 games.

Mitchell also improved to 41-7-1 as a starter and 5-0 versus Toronto. Calgary took control early, with Jerome Messam capping an opening 73-yard, eight-play march with a one-yard TD run, then the ensuing two-point convert before Mitchell ended the quarter with a 41-yard scoring strike to Karam Jorden, then a two-point toss to DaVaris Daniels for a commanding 19-0 lead. "I love to win, it's my favourite thing in the world," Mitchell said. "I know things are going well but winning in the CFL is hard and we take a lot of pride in what we do."

"We know what we have, we know we have something special. But we know it won't mean a damn thing without finishing the last one (winning



Stampeders wide receiver Lemar Durant fends off the Argonauts' Lirim Hajrullahu on Monday in Toronto. FRANK GUNN/THE CANADIAN PRESS

Grey Cup).

Calgary cemented home-field advantage for the West Division final Nov. 20. That's important considering the Stampeders are 7-0 this season at McMahon Stadium.

But with three regular-season games remaining, head coach Dave Dickenson faces a delicate balancing act. He must try to keep Calgary's competitive streak going while giving key players like Mitchell and Messam, who ran for 133 yards on 17 carries for a CFL-high 1,002 yards, time off to be fresh come the playoffs.

"Now the goal is really not about how many wins you have, it's can you play your best football in the playoffs and can you be healthy?" said Dickenson. "That's going to be a challenge for myself and I will do the best I can."

The six-foot-three, 254-pound Messam registered his second career 1,000-yard season before family and friends in his hometown. But the 31-year-old quickly put the accomplishment into perspective.

"It just feels good to get it early," said Messam, the CFL's

top Canadian in 2011 with Edmonton when he recorded his first 1,000-yard season. "It's good to be able to do it at home in front of my family and on Thanksgiving."

"But our main focus is the Grey Cup. We're taking it one week at a time and we're just striving to be the best in history."

With Monday's win, Dickenson tied the CFL record for most wins by rookie head coach of 13 shared by Adam Rita (1991, Toronto), John Hufnagel (2008, Calgary), and Mike Benevides (2012, B.C.).

Mitchell was 18 of 27 passing for 281 yards before giving way to Drew Tate early in the fourth.

THE CANADIAN PRESS

NHL

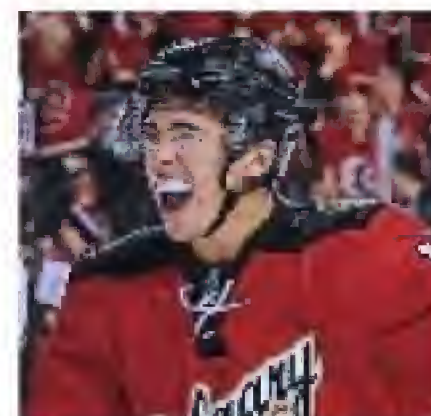
Gaudreau scores six-year extension

Forward Johnny Gaudreau has a new contract in time to start the NHL regular season.

The Calgary Flames and Gaudreau agreed to a six-year contract extension on Monday worth \$40.5 million US — an annual average of \$6.75 million.

The 23-year-old Gaudreau had been a restricted free agent since his entry-level contract expired back on July 1.

"I have decided to (re-sign) with the Calgary Flames. As I have always said, I just want to play hockey. I want to be there for my teammates and for the fans of Calgary," Gaudreau posted on his verified Twitter account. "I want to thank my family and my agent for all their support during this process. I couldn't have done it without them."



Johnny Gaudreau GETTY IMAGES

Gaudreau, from Salem, N.J., was Calgary's leading scorer last season with 30 goals and 48 assists in 79 games played. His 78 points placed him sixth in league scoring.

The Flames begin their regular season on the road against the Edmonton Oilers on Wednesday. THE CANADIAN PRESS

Concussion forces Crosby to sit out

Pittsburgh superstar Sidney Crosby has been diagnosed with another concussion just days before an NHL season in which the Penguins are expected to make a strong run at repeating as Stanley Cup champion.

Coach Mike Sullivan told reporters that Crosby was concussed at practice Friday and said there

is no timing for the return of the two-time Stanley Cup champion and the reigning playoff MVP who led Team Canada to a World Cup of Hockey title two weeks ago. Pittsburgh made the announcement Monday as it prepared for its regular-season opener Thursday night at home against Washington. THE ASSOCIATED PRESS

3

The concussion is believed to be at least the third for the 29-year-old Crosby.




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Jays earn welcome rest

MLB PLAYOFFS

Suddenly hot Canadian club begins ALCS on Friday

September was a month the Toronto Blue Jays would like to forget. If they keep up their current level of play, October could very well be a month they remember.

The Blue Jays defeated Texas 7-6 on Sunday night to eliminate the Rangers from the post-season. The victory gave Toronto a welcome break before the start of the American League Championship Series on Friday.

After going just 11-16 last month, Toronto is a perfect 6-0 in October after a pair of critical regular-season wins in Boston, a wild-card victory over Baltimore and a three-game sweep of Texas. "We turned the page on September," said Blue Jays manager John Gibbons. "It wasn't necessarily a good month for us but now we're in October. So that's sometimes the way the game works too — month to month."

Toronto's offence is a big reason why the team has moved on



Blue Jays players converge on Josh Donaldson after he scored the winning run in the 10th inning of Game 3 of their ALDS against the Rangers on Sunday night at Rogers Centre.

RICHARD LAUTENS/TORSTAR NEWS SERVICE

to baseball's final four.

The Blue Jays have outscored (27-12) and out-homered (10-3) the opposition in the playoffs. Edwin Encarnacion has led the way with three homers in four post-season games.

In the other AL Division Series, Cleveland completed a sweep of its own by beating Boston 4-3 on Monday night. The Indians will host the Jays for the first two games of the ALCS.

"What happened in September doesn't matter," said Blue Jays slugger Jose Bautista. "We made it to the playoffs. We made it to the League Championship Series and that's the only thing that matters. We're doing our job."

Second baseman Devon Travis is nursing a bone bruise in his right knee and will welcome a few days off. Toronto management believes Travis is close to

being able to play and that he had his "best day" on Monday.

"Devon, every day is better," Blue Jays general manager Ross Atkins said in a conference call. "We are more optimistic today at 6 p.m. than we were at 5 p.m. It's not definite that he'll be playable but we feel very good about it."

The Toronto bullpen, which has been worked hard in recent weeks, could also use the break.

"Some people like to say a couple of days off might throw our timing off, I really don't believe in that," said Blue Jays catcher Russell Martin. "At this point in the year a couple days off can do wonders. So for our bullpen, our pitching, get everybody's arms fresh. And the same thing for guys who are banged up."

"A couple of days can go a long way in this game it seems like."

Two key Toronto pitchers remain out. Left-hander Francisco Lirio suffered a mild concussion last Friday and can return to the roster once he goes through Major League Baseball's seven-day concussion protocol.

There is no timeline for the potential return of right-handed reliever Joaquin Benoit, who is making progress as he recovers from a torn calf muscle.

THE CANADIAN PRESS

MLB PLAYOFFS

Indians sweep up to spoil Ortiz swan song

Cleveland closer Cody Allen hung on in the last two innings, and the Indians beat the Boston Red Sox 4-3 Monday night to complete a three-game sweep of their AL Division Series.

Red Sox slugger David Ortiz walked in the final plate appearance of his major league career but could only watch from the dugout when Travis Shaw hit a game-ending flyout with a pair of runners on.

Rookie Tyler Naquin delivered a two-run single and Josh Tomlin pitched five strong innings for Cleveland, which reached the AL Championship Series for the first time since 2007 and opens against Toronto at home on Friday.

Cleveland went 4-3 this year

MONDAY in Boston

4	3
INDIANS	RED SOX

against the wild-card Blue Jays, who swept AL West champion Texas to reach the ALCS for the second straight year.

The Indians had not won a playoff series in nine years, when they beat the New York Yankees and then wasted a 3-1 lead over the Red Sox in the ALCS. Perhaps inspired by the Cleveland Cavaliers NBA title — the city's first pro sports championship since 1964 — there would be no blowing this lead. THE ASSOCIATED PRESS

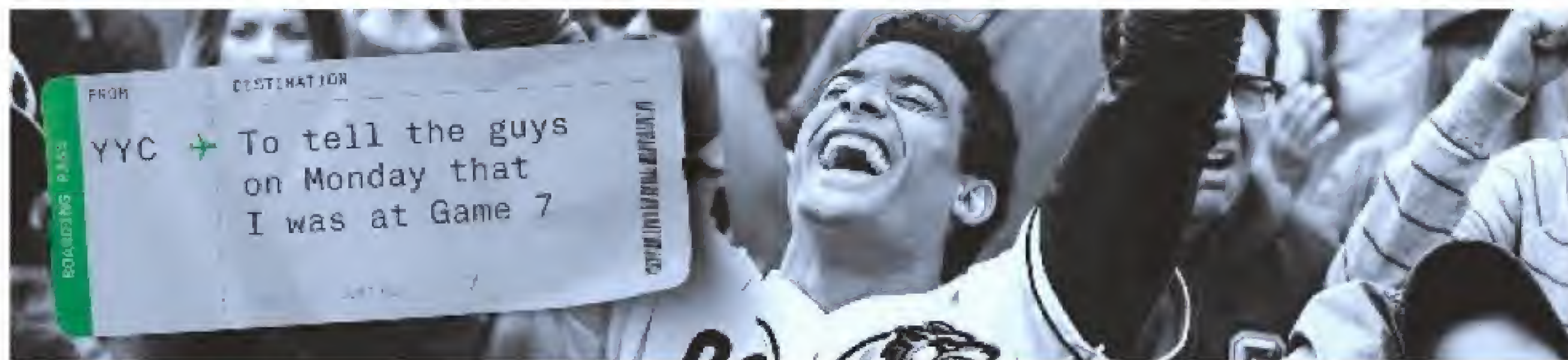
IN BRIEF

Nationals 2-1 ahead in series

Anthony Rendon and Jayson Werth homered, and the Washington Nationals moved within one victory of winning a post-season series for the first time, beating the Los Angeles Dodgers 8-3

Monday for a 2-1 lead in their best-of-five NL playoff.

Four relievers combined for 4 2/3 shutout innings, putting the Nationals in position to wrap up the NL DS on Tuesday at Dodgers stadium. THE ASSOCIATED PRESS



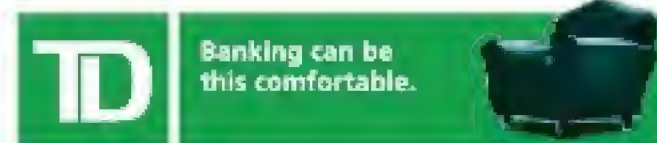
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Brady puts Pats back on track

NFL

And No. 12's 406-yard effort puts Deflategate in rearview

Tom Brady's return has restored a sense of normalcy to the New England Patriots.

Brady triumphantly re-emerged from his four-game "Deflategate" suspension with a 406-yard, three-touchdown effort in Sunday's 33-13 win over the Cleveland Browns.

The occasion left Brady's teammates "all amped up," in the words of tight end Rob Gronkowski.

"All is well now that 12's

back," wide receiver and special teams captain Matthew Slater said Monday.

But in typical Patriots fashion, they're shifting their focus to next week's opponent. Only this time they won't have to answer questions about life without Brady.

"I guess one could say that (it's back to normal)," Slater said. "It felt as normal as it could be the first four weeks, but we tried to just continue to approach our craft the same way regardless of the circumstances."

The Patriots went 3-1 in Brady's absence with a combination of third-year backup Jimmy Garoppolo and rookie Jacoby Brissett handling the snaps under centre.

Their only defeat was a sting-



Tom Brady and backup quarterback Jimmy Garoppolo chat during the Patriots' win on Sunday in Cleveland.

JASON MILLER/GETTY IMAGES

ing 16-0 loss to division rival Buffalo at Gillette Stadium in Week 4, marking the first time New England was shutout at home

since 1993.

"The way we performed against the Bills was very disappointing for everybody in this

locker room," Slater said. "So to come out and get that bad taste out of our mouth and obviously get Tom and Rob (Ninkovich) back, it was a good day for us."

Ninkovich also sat out the team's first four games for violating the NFL's policy on performance-enhancing substances. He made one tackle in his first game back against the Browns.

The returns of Brady and Ninkovich covered up another concerning day for kicker Stephen Gostkowski, who missed a field goal for the third time in four games.

Gostkowski missed a 50-yard attempt Sunday, but he did make a 31-yarder. He missed his only attempt against Buffalo and was off target from 39 yards in Week 2 vs. Miami. THE ASSOCIATED PRESS

+ NFL IN BRIEF

■ Vikings' Smith set to miss rest season

The Minnesota Vikings have lost another starting offensive lineman, with right tackle Andre Smith likely to miss the season due to surgery on his triceps muscle.

■ Cardinals' QB Palmer close to returning

Arizona Cardinals coach Bruce Arians says he expects quarterback Carson Palmer to pass the last stage of the concussion protocol on Tuesday. That indicates Palmer could be back for next Monday night's home game against the New York Jets.

THE ASSOCIATED PRESS

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Ceri Marsh & Laura Keogh
For Metro Canada

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Prep time: 5 minutes
Cook time: 10 minutes
Serves 4

Ingredients

- 1 Tbsp olive oil
- 1 onion, diced
- 2 carrots, diced
- 2 celery stalks, diced
- 1 cup red lentils

- 4 cups chicken or vegetable stock
- good squeeze of lemon juice

Directions

1. Sauté the vegetables in olive oil until they soften.
2. Add the lentils and the stock and bring to a simmer.
3. Cook for about 15 minutes stirring every once in a while.
4. Add lemon juice and salt and pepper to taste.

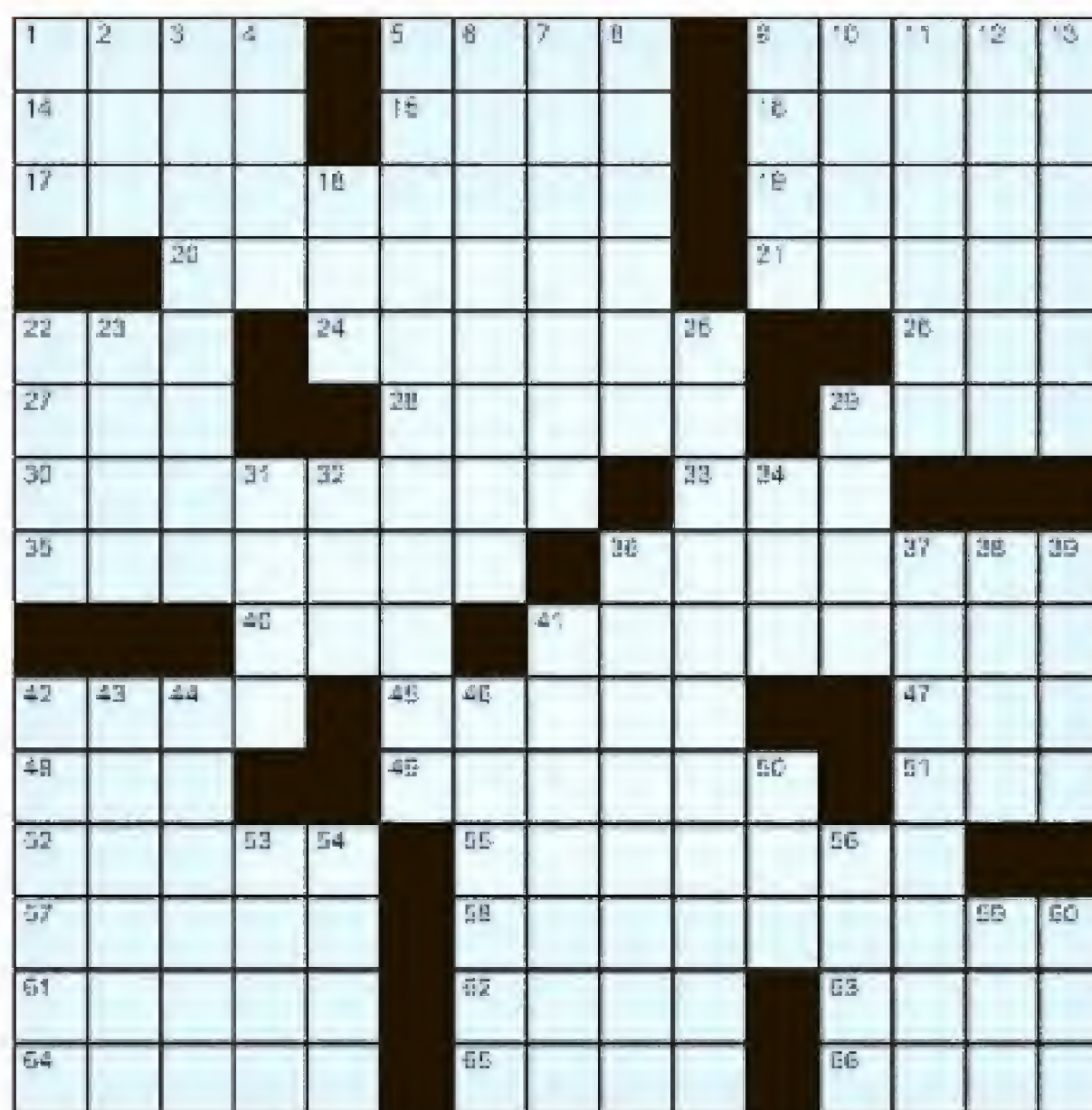
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CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN

ACROSS

1. Plug-less computer network connection
5. Canadian actor Mr. Cronyn
9. Miss __ Lenya of Bobby Darin hit "Mack the Knife"
14. 'Switch' ender
15. "What's __ for me?"
16. Scarlett's home's namesakes
17. Thoroughfare in downtown Hamilton, __
19. Scarlett's love
20. Spectator
21. __ message (Transmitted an e-mail, perhaps)
22. Entrepreneur's deg.
24. Ms. Burgess (Pro dancer who is #5-Down's partner on "Dancing with the Stars")
26. Foldaway cottage bed
27. __ B (Two basic options)
28. Angler's basket
29. If the fits __ what's missing?
30. Sang in The Alps
33. Reckon in Reno
35. Bland
36. 'Top line' in accounting
40. Bounced cheque acronym
41. "An American __ in London" (1981)
42. Succeeds
45. Impose upon
47. Fedora, for one
48. Ripen
49. Charm
51. Pals to CMs



52. __ out (Makes it with good fortune)
55. Wheeled serving table: 2 wds.
57. Journalist Ms. Couric
58. Implied/suggested
61. Matrikin

62. Convene
63. Bone dry
64. More pink, as steak
65. Country singer Mr. Arnold
66. Tiny teacher

DOWN

1. Spider's archi-

2. George Gershwin's brother
3. Some hockey players
4. Smidgen
5. As per #24-Across... James __ (IndyCar driver from Oakville, Ontario who is on the current season of "Dancing

6. Singular, as per ownership
7. Like a picture frame's corner joints
8. Forever, to a poet
9. Items in envelopes, for short
10. Dam of South Dakota

11. WWI fortification ditch
12. "Fantasy Island" character
13. Mansion's setting
18. Extra sports periods to break ties, briefly
22. Permission requester's opener...: 2 wds.
23. Business blessing
25. Cold Lake or Airdrie, for example: 2 wds.
29. Slow-cooked meal
31. One, in Munich
32. CDs predecessors
34. Adam and __
36. Ushered the concert-goers closer to the stage, say
37. Baseball pitcher's dream game
38. __ Bator (Mongolia's capital)
39. Terrestrial stage newts
41. Extended, such as a highway with additional lanes
42. Promenading person
43. Large lizard
44. Drink of the gods
46. Prompt: 2 wds.
50. St. Louis footballer
53. Up-in-the-sky toy
54. Clairvoyant
56. Carpentry tool
59. Leandro's operatic beloved
60. Dict. entry

* IT'S ALL IN THE STARS Your daily horoscope by Francis Drake

Aries March 21 - April 20
Someone close to you is enthusiastic today! Enjoy conversations with partners and close friends, and don't hesitate to make big plans.

Taurus April 21 - May 21
It's easy to get the cooperation of others at work today, because people are in a good mood. Work-related travel also is likely.

Gemini May 22 - June 21
Relations with children are upbeat and positive today. This also is a great day for romantic outings, the arts and anything to do with sports.

Cancer June 22 - July 23
You will enjoy making home improvements today or exploring real-estate opportunities. You're starting to feel hopeful about improving your home or getting a better one.

Leo July 24 - Aug. 23
Today you are aware of the power of positive thinking. You feel hopeful about your future and look forward to whatever you think is possible. Dream big!

Virgo Aug. 24 - Sept. 23
This is an excellent day for business and commerce. Dealings with foreign interests are likely. Don't be afraid to stretch a little and take a chance.

Libra Sept. 24 - Oct. 23
Today you see the larger view of things, which allows you to make plans with foresight and wisdom. It's a particularly good day for business and finance.

Scorpio Oct. 24 - Nov. 22
You are entertaining big dreams today, and it feels good. Double-check all details with work you are involved with, because big dreams sometimes cause you to overlook little things.

Sagittarius Nov. 23 - Dec. 21
You can organize the efforts of others today, because people are willing to follow your suggestions. Your positive frame of mind is what encourages people.

Capricorn Dec. 22 - Jan. 20
This is an excellent day to talk to bosses, parents, teachers and VIPs. Not only are people receptive to what you have to say, they are willing to entertain ambitious suggestions.

Aquarius Jan. 21 - Feb. 19
Travel plans look exciting! This is an excellent day to discuss lofty topics like philosophy, religion and politics. This also is a good day to study anything and explore topics at school.

Pisces Feb. 20 - March 20
This is an excellent day to decide how to share something or to discuss an inheritance. Whatever happens, you will be sure to get your fair share.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9

		9	2	8				
	6				5			
1	7					6		
9		4				2		
3			6			5		
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		2	1	5	8	4	6	
						9	7	1
							5	2

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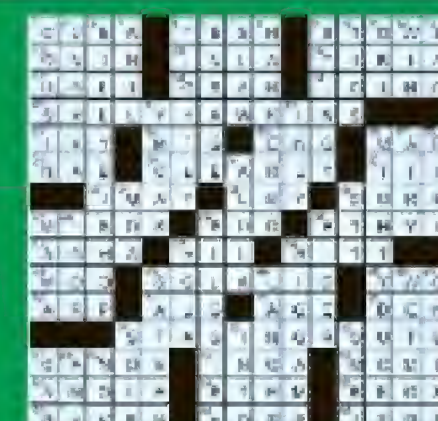
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7	2	3	5	8	1	4	9	6
8	5	6	9	4	7	3	2	1
9	1	2	7	3	8	6	5	4
4	7	5	6	2	9	8	1	3
3	6	8	1	5	4	2	7	9
6	8	7	3	9	5	1	4	2
5	3	9	4	1	2	7	6	8
2	4	1	8	7	6	9	3	5

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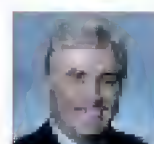
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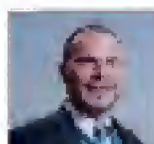
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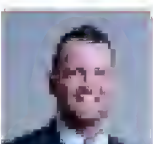
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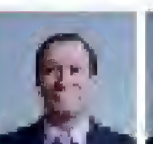
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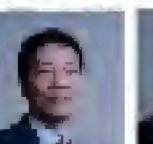
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20 YEARS



SCOTT CLAY
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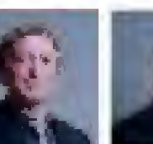
JOHAN DEBEUG
11 YEARS



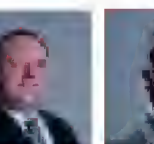
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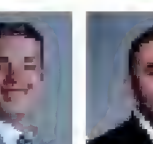
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11 YEARS



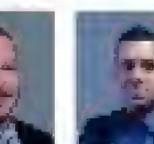
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23 YEARS



JOHN QUINLAN
14 YEARS



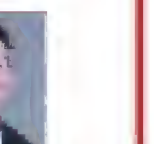
BILLY MANSOUR
2 YEARS



SCOTT SCHINNOUR
6 YEARS



TODD CLAYTON
3 YEARS



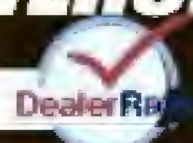
JIM HARFASON
23 YEARS



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